

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2022
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
MAY 2021

RESERVE PERSONNEL, MARINE CORPS

The estimated cost of this report for the Department of the Navy (DON) is \$69,035.

The estimated total cost for supporting the DON budget justification material is approximately \$3,919,738 for the 2021 fiscal year. This includes \$84,638 in supplies and \$3,835,100 in labor.

Department of Defense Appropriations Act, 2022

Reserve Personnel, Marine Corps

For pay, allowances, clothing, subsistence, gratuities, travel, and related expenses for personnel of the Navy Reserve on active duty under section 10211 of title 10, United States Code, or while serving on active duty under section 12301(d) of title 10, United States Code, in connection with performing duty specified in section 12310(a) of title 10, United States Code, or while undergoing reserve training, or while performing drills or equivalent duty, and expenses authorized by section 16131 of title 10, United States Code; and for payments to the Department of Defense Military Retirement Fund, \$881,909,000.

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Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

10 May 2021

	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request	S e c
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Reserve Personnel, Marine Corps				
Reserve Component Training and Support				
1108N 10 Pay Group A Training (15 Days & Drills 24/48)	238,711	294,914	289,423	U
1108N 20 Pay Group B Training (Backfill For Active Duty)	36,872	46,242	48,270	U
1108N 30 Pay Group F Training (Recruits)	115,547	120,783	149,202	U
1108N 60 Mobilization Training	1,136	1,706	2,582	U
1108N 70 School Training	18,228	25,154	24,192	U
1108N 80 Special Training	57,163	58,585	58,744	U
1108N 90 Administration and Support	257,948	281,670	291,551	U
1108N 94 Thrift Savings Plan Matching Contributions	2,993	4,149	5,291	U
1108N 95 Platoon Leader Class	8,150	7,601	8,973	U
1108N 100 Education Benefits	2,885	4,808	3,681	U
Total Budget Activity 01	739,633	845,612	881,909	
Total Direct - Reserve Personnel, Marine Corps	739,633	845,612	881,909	
Total Reserve Marine Corps Military Personnel Costs	739,633	845,612	881,909	
Total Direct - Marine Corps Military Appropriations	739,633	845,612	881,909	
Grand Total Direct - Marine Corps Military Personnel Costs	739,633	845,612	881,909	

M-122BAS: FY 2022 President's Budget (Total Base Published Version), as of May 10, 2021 at 09:24:50

*Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

** Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

10 May 2021

	FY 2021 OCO Enacted*	FY 2022 Direct War and Enduring Costs	S e c -
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Reserve Personnel, Marine Corps			
Reserve Component Training and Support			
1108N 80 Special Training	2,001	72	U
1108N 90 Administration and Support	47		U
Total Budget Activity 01	2,048	72	
Total Direct - Reserve Personnel, Marine Corps	2,048	72	
Total Reserve Marine Corps Military Personnel Costs	2,048	72	
Total Direct - Marine Corps Military Appropriations	2,048	72	
Grand Total Direct - Marine Corps Military Personnel Costs	2,048	72	

M-122DWE: FY 2022 President's Budget (Direct War and Enduring Published Version), as of May 10, 2021 at 09:30:28

* Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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Table of Contents

Section 1 - Summary of Requirements	
Summary of Requirements by Budget Program	4
Total Reserve Pay and Benefits Funded from Military Personnel Accounts	5
Section 2 - Introduction and Performance Measures	
Introduction	7
Rate Assumptions	8
Performance Measures	9
Section 3 - Summary Tables	
Summary of Personnel in Paid Status	11
Reserve Component Personnel on Tours of Full-Time Active Duty	12
Personnel Strength Plans (by month)	13
Schedule of Gains and Losses to Selected Reserve Strength	16
Summary of Entitlements by Activity and Sub-Activity	18
Analysis of Appropriation Changes and Supplemental Requirements	21
Summary of Basic Pay and Retired Pay Accrual (RPA) Costs	24
Summary of Basic Allowance for Housing (BAH) Costs	25
Summary of Travel Costs	26
Summary of Basic Allowance for Subsistence / Subsistence-in-Kind (BAS/SIK)	27
Schedule of Increases and Decreases	28
Section 4 - Detail of Military Personnel Entitlements	
Pay Group A Training	30
Pay Group B Training	37
Pay Group F Training	43
Mobilization Training	49
School Training	52
Special Training	56
Administration and Support	61
Thrift Savings Plan (TSP) Matching	80
Education Benefits	81
Platoon Leaders Class (PLC)	84
Section 5 - Special Analyses	
Full Time Support (FTS) Personnel Detail	89

Section 1

Summary of Requirements by Budget Program

Exhibit PB-30A Summary of Requirements by Budget Program (Reserves)

**Reserve Personnel, Marine Corps
Summary of Requirements by Budget Program
(\$ in Thousands)**

<u>Reserve Component Training and Support</u>	FY2020 (Actual)1/	FY2021 (Enacted)2/	FY2022 (Requested)
BASE PROGRAM			
Reserve Component Training and Support	\$739,633	\$845,612	\$881,909
Total Direct Program	\$739,633	\$845,612	\$881,909
REIMBURSABLE PROGRAM			
Reserve Component Training and Support	\$9,873	\$11,719	\$11,678
Total Reimbursable Program	\$9,873	\$11,719	\$11,678
TOTAL BASELINE PROGRAM			
Reserve Component Training and Support	\$749,506	\$857,331	\$893,587
Total Baseline Program	\$749,506	\$857,331	\$893,587
Medicare-Eligible Retiree Health Fund Contribution, Marine Corps	\$77,431	\$82,118	\$85,716
Total Reserve Personnel Program Cost	\$826,937	\$939,449	\$979,303
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)			
Reserve Component Training and Support	\$2,986	\$2,048	\$0
Total OCO FUNDING	\$2,986	\$2,048	\$0
Memo Entry: Direct War and Enduring Costs (DWE)			
Reserve Component Training and Support	\$0	\$0	\$72
Total ENDURING FUNDING	\$0	\$0	\$72

LEGISLATIVE PROPOSALS:

The following legislative proposals are included in the above estimates and submitted for FY22 consideration:

1. N/A

1/ FY2020 Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136). Applicable to subsequent exhibits.

2/ FY2021 Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260). Applicable to subsequent exhibits.

Reserve Personnel, Marine Corps
Total Reserve Pay and Benefits Funded from Military Personnel Accounts
(\$ in Thousands)

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279.

	FY2020 1/ <u>Actual</u>	FY2021 2/ <u>Enacted</u>	FY2022 <u>Requested</u>
<u>RESERVE PERSONNEL, MARINE CORPS (RPMC)</u>			
BASE PROGRAM (RPMC)	\$739,633	\$845,612	\$881,909
REIMBURSABLE PROGRAM (RPMC)	\$9,873	\$11,719	\$11,678
TOTAL RESERVE PERSONNEL, MARINE CORPS (RPMC)	\$749,506	\$857,331	\$893,587
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$77,431	\$82,118	\$85,716
TOTAL RESERVE PERSONNEL, MARINE CORPS PROGRAM COST	\$826,937	\$939,449	\$979,303
Memo Entry: OCO Funding (P.L. 116-93 and P.L. 116-260)	\$2,986	\$2,048	\$0
Memo Entry: Direct War and Enduring Costs (DWE)	\$0	\$0	\$72
<u>MILITARY PERSONNEL, MARINE CORPS (MPMC)</u>			
MOBILIZATION PAY AND ALLOWANCES (MPMC)	\$77,865	\$113,520	\$15,779
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPMC)	\$33,570	\$46,157	\$30,828
12304B MOBILIZATION (MPMC)	\$59,801	\$31,535	\$41,109
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, MARINE CORPS	\$171,236	\$191,213	\$87,716
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	\$998,173	\$1,130,662	\$1,067,019

1/ FY2020 Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136). Applicable to subsequent exhibits.

2/ FY2021 Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260). Applicable to subsequent exhibits.

Section 2

Introduction and Performance Measures

Introduction

The Reserve Personnel Marine Corps (RPMC) funding provides the required resources to assure accomplishment of the Marine Corps Reserve mission to augment and reinforce the active component with trained units and individual Marines as a sustainable and ready operational reserve in order to augment and reinforce active forces for employment across the full spectrum of crisis and global engagement.

Sharing fully in the Total Force Concept, the Marine Corps Reserve provides one third of the manpower and one fourth of the structure available for mobilization. Our Ready Reserve, consisting of the Selected Reserve (SelRes) and Individual Ready Reserve (IRR), is the primary source of this manpower. The preponderance of SelRes personnel are Selected Marine Corps Reserve (SMCR) Marines from Marine Forces Reserve (MARFORRES), which includes the 4th Marine Division (MarDiv), 4th Marine Aircraft Wing (MAW), 4th Marine Logistics Group (MLG), and Force Headquarters Group (FHG). MARFORRES utilizes combat force, combat support force, and combat service support forces, which are ready to provide trained units and individuals needed to bring the Active Marine Force to full wartime capability. The remainder of the SelRes consists of Individual Mobilization Augmentees (IMAs) who will fill mobilization billets within the active force that are considered critical requirements within the first ten days of mobilization, and Full Time Support personnel (FTS) who are reserve Marines on active duty. The IRR consists of members of the Ready Reserve who are not required to attend mandatory drill or training but may participate on a voluntary basis or be ordered to mandatory annual IRR Screening (Muster Duty) by Title 10, United States Code (U.S.C.) Section 12319. The IRR is subject to mobilization.

Total force manpower requirements are continually being reviewed so that the force structure is consistent with the threat while supporting the national military strategy. The FY 2022 budget of \$881.909 million will support a Selected Reserve end strength requirement of 36,800.

Funding justified in this volume specifically provides for pay and allowances, clothing, subsistence, gratuities, travel, and related expenses for personnel of the Marine Corps Reserve on active duty or undergoing Reserve Training, or performing drills or equivalent duty as authorized by law under Title 10 and Title 37, United States Code.

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P.L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Reserve Components.

"The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of Tricare benefits accrued by uniformed service members. Since these costs are actually born in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority."

Introduction

The Marine Corps is focused on reducing unexpended/unobligated balances in the military personnel appropriations. As part of the FY 2022 Budget Review, the Marine Corps continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Marine Corps has actively pursued higher quality obligations via continuous process improvement. Specific focus areas include housing allowance estimates and Selected Reserve participation rate adjustments. Analysis from FY11-FY19 demonstrated an RPMC under-execution averaging \$2M annually. The Marine Corps did not include FY20, due to the abnormal impact of COVID in that year. COVID impacted the reserve component more significantly than the active component. Active duty accessions were prioritized at the recruit depots lowering end strength (PG-F) and drilling reservist under executed within PG-A, PG-B, and schools due to COVID travel restrictions. The Marine Corps expects continued improvement within the RPMC account post COVID impacts. The Marine Corps requests that Congressional Marks be minimized to support the Commandant's modernization efforts. General Berger stated before the HASC: "My top priority as Commandant is to build the Marine Corps that our Navy and Nation needs in 2030, even as it remains ready to confront the challenges of today. I seek no additional resources for this effort. It is attainable with a stable budget and sustained by the leadership and oversight of Congress." The Marine Corps is committed to maintaining an accurately budgeted appropriation.

USMC MILPERS ANALYSIS FY11-19

RPMC	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19
NDA End Strength	39,600	39,600	39,600	39,600	39,200	38,900	38,500	38,500	38,500
Actual End Strength	39,752	39,544	39,501	39,450	38,906	38,517	38,682	38,333	38,389
Delta	152	(56)	(99)	(150)	(294)	(383)	182	(167)	(111)

Summary of Economic Assumptions

FISCAL YEAR 2020 1/

- a. The executed (base and OCO) amount of \$739.633 million supports an end strength of 35,501 with an average strength at 37,583.
- b. The full-time retired pay accrual percentage was 31.0 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage was 24.4 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2020 was 3.1 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2020 average inflation rate was 3.9 percent.
- e. The 1 January 2020 BAS inflation rate increase was 0.9 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2020 was 1.3 percent.

FISCAL YEAR 2021 2/

- a. The revised base and OCO amount of \$814.848 million supports an end strength of 36,239 with an average strength at 35,915.
- b. The full-time retired pay accrual percentage is 34.9 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 26.9 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2021 is 3.0 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2021 average inflation rate is 3.0 percent.
- e. The 1 January 2021 BAS inflation rate increase is 3.7 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2021 is 1.7 percent.

FISCAL YEAR 2022

- a. The requested base amount of \$.909 million supports an end strength of 36,800 with an average strength at 36,357.
- b. The full-time retired pay accrual percentage is 35.1 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 25.7 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2022 is assumed to be 2.7 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2022 average inflation rate is 3.7 percent.
- e. The 1 January 2022 BAS inflation rate increase is 2.3 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2022 is 1.8 percent.

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

**Reserve Personnel, Marine Corps
Performance Measures and Evaluation Summary**

Activity: Reserve Personnel, Marine Corps

Activity Goal: Maintain ready Reserve Military Personnel to execute the National Military Strategy.

Description of Activity: The Reserve Military Personnel appropriations provide resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war or national emergency, and at such other times as the national security requires. The Reserve also fill the needs of the Armed Forces when ever more unit and persons are needed than are in the Active component to achieve the planned mobilization.

PERFORMANCE MEASURES:

	FY2020 (Actual)	FY2021 (Planned)	FY2022 (Planned)
Average Strength	37,583	35,915	36,357

Average Strength is a measure of the average end-of-month end strength through the fiscal year. This measure allows the Marine Corps to estimate the average number of Marines that will be on board though the fiscal year for both budgeting and manning issues.

End Strength	35,501	36,239	36,800
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End Strength is the a measure of the total number of personnel in a given category on 30 September of a given fiscal year. This measure allows the Marine Corps to have an accurate accounting for the number of personnel at the end of the fiscal year.

Authorized End Strength	38,500	38,500
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Authorized End Strength is a measure of the personnel authorized by Congress in a give Fiscal year. The Marine Corps uses this as a target for its end strength in a given fiscal year.

Section 3

Summary Tables

Exhibit PB-30G Summary of Personnel (Reserves)

**Reserve Personnel, Marine Corps
Summary of Personnel**

	<u>No. of</u>	<u>Avg No.</u>	FY2020 (Actual)			FY2021 (Estimate)			FY2022 (Estimate)		
	<u>Drills</u>	<u>A/D Days</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	2,272	2,289	2,336	2,336	2,292	2,256	2,256	2,220	2,247
Pay Group A - Enlisted	48	15	27,930	27,885	27,399	27,399	25,980	25,320	25,320	25,860	26,302
Subtotal Pay Group A			30,202	30,173	29,735	29,735	28,272	27,576	27,576	28,080	28,549
Pay Group B - Officers	48	13	1,708	1,698	1,681	1,681	1,689	1,666	1,666	1,625	1,600
Pay Group B - Enlisted	48	13	921	888	842	842	877	892	892	910	925
Subtotal Pay Group B			2,629	2,586	2,523	2,523	2,565	2,558	2,558	2,535	2,525
Pay Group F - Officers		365	161	154	113	113	134	131	131	141	130
Pay Group F - Enlisted ^{1/}		245	3,110	2,382	767	767	2,576	3,588	3,588	3,232	3,210
Subtotal Pay Group F			3,271	2,536	880	880	2,710	3,719	3,719	3,372	3,340
Subtotal Paid Drill/Ind Tng			36,102	35,295	33,138	33,138	33,548	33,853	33,853	33,987	34,414
<u>Full-time Active Duty</u>											
Full-time Active Duty - Officer			358	358	372	372	368	371	371	366	371
Full-time Active Duty - Enlisted			1,929	1,931	1,991	1,991	2,000	2,015	2,015	2,004	2,015
Subtotal Full-Time			2,287	2,288	2,363	2,363	2,367	2,386	2,386	2,370	2,386
<u>Total Selected Reserve</u>											
TOTAL Selected Reserve - Officer			4,499	4,498	4,502	4,502	4,482	4,424	4,424	4,351	4,348
TOTAL Selected Reserve - Enlisted			33,890	33,086	30,999	30,999	31,433	31,815	31,815	32,006	32,452
TOTAL Selected Reserve			38,389	37,583	35,501	35,501	35,915	36,239	36,239	36,357	36,800
<u>Individual Ready Reserve (IRR)</u>											
Individual Ready Reserve (IRR) - Officers			2,966	2,985	2,995	2,995	3,014	3,234	3,234	3,124	3,169
Individual Ready Reserve (IRR) - Enlisted			61,081	60,528	59,793	59,793	59,986	61,002	61,002	60,494	60,612
Total IRR			64,047	63,513	62,788	62,788	63,000	64,236	64,236	63,618	63,781
GRAND TOTAL			102,436	101,096	98,289	98,289	98,915	100,475	100,475	99,975	100,581

1/ Enlisted Strength affected by COVID-19 in FY20, due to social distancing requirements at the Depots. Active Duty shipping took priority over the reserves.

* Totals and Subtotals might not add due to rounding.

Exhibit PB-30H Reserve On Active Duty - Strength by Grade (Reserves)

Reserve Personnel, Marine Corps
Reserve Component Personnel on Tours of Full-Time Active Duty
Strength by Grade

	<u>FY2020 (Actual)</u>		<u>FY2021 (Estimate)</u>		<u>FY2022 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Commissioned Officers						
O-6 Colonel	27	29	29	30	29	30
O-5 Lieutenant Colonel	84	89	89	89	89	89
O-4 Major	152	152	152	153	151	153
O-3 Captain	30	37	33	33	33	33
O-2 First Lieutenant	0	0	0	0	0	0
O-1 Second Lieutenant	0	0	0	0	0	0
O-3E Captain	12	12	10	10	10	10
O-2E First Lieutenant	0	0	0	0	0	0
O-1E Second Lieutenant	0	0	0	0	0	0
Total Commissioned Officers	305	319	313	315	311	315
Warrant Officers						
W-5 Chief Warrant Officer	3	5	5	5	5	5
W-4 Chief Warrant Officer	10	9	8	8	8	8
W-3 Chief Warrant Officer	16	15	14	14	14	14
W-2 Chief Warrant Officer	14	15	15	14	14	14
W-1 Chief Warrant Officer	10	9	13	15	13	15
Total Warrant Officers	53	53	55	56	55	56
Total Officers	358	372	368	371	366	371
Enlisted Personnel						
E-9 Sergeant Major/Master Gunnery Sergeant	24	22	21	21	21	21
E-8 Master Sergeant/First Sergeant	96	97	95	94	95	94
E-7 Gunnery Sergeant	285	283	279	279	280	279
E-6 Staff Sergeant	446	451	456	458	457	458
E-5 Sergeant	742	730	732	737	733	737
E-4 Corporal	300	335	342	347	343	347
E-3 Lance Corporal	35	71	72	76	73	76
E-2 Private First Class	1	1	2	2	2	2
E-1 Private	1	1	1	1	2	1
Total Enlisted Personnel	1,931	1,991	2,000	2,015	2,004	2,015
Total Personnel on Active Duty	2,288	2,363	2,367	2,386	2,370	2,386

* Totals and Subtotals might not add due to rounding.

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps FY2020 Strength (Actual)

	<u>Pay Group A (SMCR)</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)^{1/}</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,272	27,930	30,202	1,708	921	2,629	161	3,110	3,271	36,102	358	1,929	2,287	38,389
October	2,251	27,909	30,160	1,704	920	2,624	142	3,138	3,280	36,064	353	1,923	2,276	38,340
November	2,269	27,854	30,123	1,710	913	2,623	176	3,071	3,247	35,993	348	1,912	2,260	38,253
December	2,275	28,012	30,287	1,693	902	2,595	165	2,887	3,052	35,934	349	1,908	2,257	38,191
January	2,264	27,692	29,956	1,692	907	2,599	154	3,152	3,306	35,861	348	1,917	2,265	38,126
February	2,254	27,637	29,891	1,703	897	2,600	149	3,061	3,210	35,701	357	1,908	2,265	37,966
March	2,261	27,807	30,068	1,701	881	2,582	191	2,733	2,924	35,574	356	1,921	2,277	37,851
April	2,280	28,033	30,313	1,695	876	2,571	171	2,399	2,570	35,454	354	1,925	2,279	37,733
May	2,306	28,198	30,504	1,698	869	2,567	160	2,129	2,289	35,360	354	1,926	2,280	37,640
June	2,314	28,132	30,446	1,702	876	2,578	145	1,778	1,923	34,947	360	1,920	2,280	37,227
July	2,342	27,923	30,265	1,678	871	2,549	129	1,336	1,465	34,279	373	1,968	2,341	36,620
August	2,342	27,757	30,099	1,704	866	2,570	125	960	1,085	33,754	374	1,981	2,355	36,109
September	2,336	27,399	29,735	1,681	842	2,523	113	767	880	33,138	372	1,991	2,363	35,501
Average	2,289	27,885	30,173	1,698	888	2,586	154	2,382	2,536	35,295	358	1,931	2,288	37,583

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD (Actual, FY 2020)

<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	<u>Primary Missions Being Performed</u>
46	10	56	1. Management Support

1/ Enlisted Strength affected by COVID-19, due to social distancing requirements at the Depots. Active Duty shipping took priority over the reserves.

* Totals and Subtotals of averages may not appear correct due to rounding.

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps FY2021 Strength (Estimate)

	<u>Pay Group A (SMCR)</u> ^{1/}			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)</u> ^{2/}			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,336	27,399	29,735	1,681	842	2,523	113	767	880	33,138	372	1,991	2,363	35,501
October	2,318	27,150	29,468	1,709	866	2,575	103	1,121	1,224	33,267	369	1,972	2,341	35,608
November	2,271	26,680	28,951	1,691	864	2,555	146	1,447	1,593	33,099	368	1,976	2,344	35,443
December	2,284	26,432	28,716	1,700	871	2,571	130	1,698	1,828	33,115	368	1,985	2,353	35,468
January	2,292	26,100	28,392	1,692	872	2,564	117	2,204	2,321	33,277	364	2,014	2,378	35,655
February ^{3/}	2,312	25,915	28,227	1,696	877	2,573	115	2,507	2,622	33,422	365	2,009	2,374	35,796
March	2,307	25,692	27,999	1,696	879	2,575	162	2,771	2,933	33,507	365	2,002	2,367	35,874
April	2,297	25,662	27,959	1,692	880	2,572	158	2,856	3,014	33,545	365	2,004	2,369	35,914
May	2,288	25,688	27,976	1,686	882	2,568	151	2,876	3,027	33,571	367	2,006	2,373	35,944
June	2,282	25,479	27,761	1,681	884	2,565	143	3,444	3,587	33,913	369	2,007	2,376	36,289
July	2,286	25,298	27,584	1,677	887	2,564	128	3,814	3,942	34,090	370	2,008	2,378	36,468
August	2,269	25,309	27,578	1,670	890	2,560	132	3,999	4,131	34,269	370	2,009	2,379	36,648
September	2,256	25,320	27,576	1,666	892	2,558	131	3,588	3,719	33,853	371	2,015	2,386	36,239
Average	2,292	25,980	28,272	1,689	877	2,565	134	2,576	2,710	33,548	368	2,000	2,367	35,915

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD (Enacted, FY 2021)

AC FUNDED
75

RC FUNDED
10

TOTAL
85

Primary Missions Being Performed
1. Management Support

1/ Strength decrease is a result of delayed backfills from PG-F accessions

2/ Enlisted Strength affected by COVID-19, due to social distancing requirements at the Depots. Active Duty shipping took priority over the reserves.

3/ Actual data is reflected through February 2021

* Totals and Subtotals of averages may not appear correct due to rounding.

Congressional Reporting Requirement

Exhibit PB-30I Strength by Month (Reserves)

(Page 2 of 3)

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps
FY2022 Strength (Estimate)

	<u>Pay Group A (SMCR)</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)^{1/}</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,256	25,320	27,576	1,666	892	2,558	131	3,588	3,719	33,853	371	2,015	2,386	36,239
October	2,250	25,587	27,837	1,664	894	2,558	125	3,405	3,530	33,925	368	1,997	2,365	36,290
November	2,204	25,663	27,867	1,647	895	2,542	159	3,304	3,463	33,872	358	1,999	2,357	36,229
December	2,206	25,786	27,992	1,633	896	2,529	148	3,157	3,305	33,826	360	1,998	2,358	36,184
January	2,202	25,565	27,767	1,629	906	2,535	137	3,377	3,514	33,816	363	2,001	2,364	36,180
February	2,211	25,578	27,789	1,625	909	2,534	133	3,324	3,457	33,780	364	2,000	2,364	36,144
March	2,178	25,788	27,966	1,620	913	2,533	159	3,078	3,237	33,736	365	2,002	2,367	36,103
April	2,211	25,941	28,152	1,615	916	2,531	155	2,886	3,041	33,724	365	2,004	2,369	36,093
May	2,218	26,048	28,266	1,613	918	2,531	148	2,772	2,920	33,717	367	2,006	2,373	36,090
June	2,222	26,020	28,242	1,607	921	2,528	140	3,244	3,384	34,154	369	2,007	2,376	36,530
July	2,234	26,182	28,416	1,605	922	2,527	125	3,336	3,461	34,404	370	2,008	2,378	36,782
August	2,251	26,352	28,603	1,604	923	2,527	131	3,496	3,627	34,757	370	2,009	2,379	37,136
September	2,247	26,302	28,549	1,600	925	2,525	130	3,210	3,340	34,414	371	2,015	2,386	36,800
Average	2,220	25,860	28,080	1,625	910	2,535	141	3,232	3,372	33,987	366	2,004	2,370	36,357

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD

(Estimate, FY 2022)

AC FUNDED

75

RC FUNDED

10

TOTAL

85

Primary Missions Being Performed

1. Management Support

1/ Enlisted Average Strength is higher than normal due to effects of COVID-19 in FY20 and requiring an increase in shipments in FY21

* Totals and Subtotals of averages may not appear correct due to rounding.

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

Reserve Personnel, Marine Corps
Schedule of Gains and Losses To Selected Reserve Strength

Officers

	FY2020 (Actual)	FY2021 (Estimate)	FY2022 (Estimate)
Beginning Strength	4,499	4,502	4,424
 <u>Gains</u>			
Non-prior Service Personnel:			
Male	111	100	82
Female	10	10	9
Prior Service Personnel:			
Active Duty	144	139	144
Other Component	7	7	7
Individual Ready Reserve	535	512	541
Enlisted to Officer	25	25	25
Civilian Life	34	34	34
All Other	31	31	31
Total Gains	897	858	873
 <u>Losses</u>			
Active Component	6	6	6
Other Component	14	14	14
Individual Ready Reserve	705	742	755
Standby Reserve other	10	10	10
Retired Reserve	135	140	140
Civilian Life	24	24	24
Other	0	0	0
Total Losses	894	936	949
 Accounting Adjustment			
End Strength	4,502	4,424	4,348

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

Reserve Personnel, Marine Corps
Schedule of Gains and Losses To Selected Reserve Strength

Enlisted

	FY2020 (Actual)	FY2021 (Estimate)	FY2022 (Estimate)
Beginning Strength	33,890	30,999	31,815
<u>Gains</u>			
Non-prior Service Personnel:			
Male	2,635	5,791	5,287
Female	98	220	215
Prior Service Personnel:			
Fleet Marine Civilian Life	262	271	261
Pay Group F (Civilian Life)	669	663	663
Active Component	588	597	587
Other Reserve Status/Component	1,648	1,924	1,824
All Other	13	13	13
Total Gains	5,913	9,479	8,850
<u>Losses</u>			
Expiration of Reserve Service			
Active Component	0	0	0
To Officer Status	25	25	25
Retired Reserve	227	231	259
Attrition (Civilian Life/Death)	5,879	6,221	5,702
Other Reserve Status/Component	2,629	2,142	2,183
All Other	44	44	44
Total Losses	8,804	8,663	8,213
End Strength	30,999	31,815	32,452

Exhibit PB-30J Summary of Entitlements by Subactivity (Reserves)

Reserve Personnel, Marine Corps
Summary of Entitlements by Activity and Sub-Activity
(\$ in Thousands)

	<u>FY2020 (Actual) 1/</u>			<u>FY2021 (Estimate) 2/</u>			<u>FY2022 (Estimate)</u>		
	<u>FY20</u>	<u>FY20</u>	<u>FY20</u>	<u>FY21</u>	<u>FY21</u>	<u>FY21</u>	<u>FY22</u>	<u>FY22</u>	<u>FY22</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
<u>RESERVE COMPONENT TRAINING AND SUPPORT</u>									
PAY GROUP A									
Annual Training - A	\$7,641	\$35,825	\$43,466	\$9,416	\$42,281	\$51,697	\$10,117	\$47,051	\$57,168
Inactive Duty Training - A	\$37,223	\$120,395	\$157,618	\$34,998	\$125,904	\$160,902	\$35,006	\$128,063	\$163,068
Unit Training Assemblies - A	\$32,028	\$117,556	\$149,585	\$29,125	\$121,706	\$150,831	\$29,031	\$123,790	\$152,821
Flight Training - A	\$3,034	\$56	\$3,090	\$3,482	\$99	\$3,581	\$3,542	\$101	\$3,643
Military Funeral Honors - A	\$10	\$325	\$335	\$11	\$431	\$442	\$11	\$439	\$450
Training Preparation - A	\$2,150	\$2,459	\$4,609	\$2,380	\$3,668	\$6,048	\$2,421	\$3,733	\$6,154
Clothing - A	\$0	\$276	\$276	\$0	\$753	\$753	\$0	\$769	\$768
Subsistence of Enlisted Personnel - A	\$0	\$14,340	\$14,340	\$0	\$13,831	\$13,831	\$0	\$22,434	\$22,434
Travel - A	\$5,029	\$17,982	\$23,011	\$7,288	\$35,155	\$42,443	\$8,741	\$37,243	\$45,984
TOTAL DIRECT OBLIGATIONS	\$49,893	\$188,818	\$238,711	\$51,702	\$217,924	\$269,626	\$53,864	\$235,559	\$289,423
PAY GROUP B									
Annual Training B	\$5,726	\$1,604	\$7,331	\$7,323	\$2,048	\$9,370	\$7,526	\$2,305	\$9,831
Inactive Duty Training - B	\$21,424	\$5,286	\$26,709	\$23,239	\$5,904	\$29,143	\$24,225	\$6,261	\$30,486
Unit Training Assemblies - B	\$20,585	\$5,082	\$25,666	\$21,764	\$5,599	\$27,363	\$22,723	\$5,951	\$28,674
Flight Training - B	\$139	\$0	\$139	\$282	\$9	\$291	\$287	\$9	\$296
Military Funeral Honors - B	\$3	\$21	\$25	\$26	\$25	\$51	\$26	\$25	\$51
Training Preparation - B	\$696	\$183	\$879	\$1,168	\$271	\$1,439	\$1,188	\$276	\$1,464
Clothing - B	\$0	\$0	\$0	\$0	\$2	\$2	\$0	\$2	\$3
Travel - B	\$1,708	\$1,124	\$2,832	\$2,383	\$1,512	\$3,896	\$4,735	\$3,216	\$7,950
TOTAL DIRECT OBLIGATIONS	\$28,858	\$8,014	\$36,872	\$32,945	\$9,466	\$42,411	\$36,486	\$11,783	\$48,270
PAY GROUP F									
Initial Active Duty for Training - F	\$11,676	\$92,560	\$104,236	\$10,261	\$93,685	\$103,946	\$10,822	\$118,146	\$128,969
Clothing - F	\$0	\$5,904	\$5,904	\$0	\$8,535	\$8,535	\$0	\$10,731	\$10,731
Subsistence-In-Kind - F	\$0	\$1,454	\$1,454	\$0	\$1,933	\$1,933	\$0	\$3,987	\$3,987
Travel - F	\$78	\$3,875	\$3,952	\$67	\$4,261	\$4,329	\$74	\$5,443	\$5,516
TOTAL DIRECT OBLIGATIONS	\$11,753	\$103,793	\$115,547	\$10,328	\$108,414	\$118,742	\$10,896	\$138,306	\$149,202

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136). All substantive exhibits will reflect.

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260). All substantive exhibits will reflect.

* Totals and Subtotals might not add due to rounding.

Reserve Personnel, Marine Corps
Summary of Entitlements by Activity and Sub-Activity
(\$ in Thousands)

	<u>FY2020 (Actual) 1/</u>			<u>FY2021 (Estimate) 2/</u>			<u>FY2022 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
MOBILIZATION TRAINING									
IRR Muster/Screening	\$45	\$981	\$1,026	\$134	\$2,109	\$2,243	\$136	\$2,147	\$2,283
IRR Readiness Training	\$58	\$52	\$110	\$86	\$207	\$293	\$88	\$211	\$299
TOTAL DIRECT OBLIGATIONS	\$103	\$1,033	\$1,136	\$220	\$2,315	\$2,536	\$225	\$2,358	\$2,582
SCHOOL TRAINING									
Career Development Training	\$6,251	\$1,866	\$8,117	\$6,661	\$2,096	\$8,757	\$6,796	\$2,139	\$8,935
Initial Skill Acquisition Training	\$813	\$1,915	\$2,728	\$1,039	\$2,447	\$3,485	\$862	\$3,637	\$4,499
Refresher and Proficiency Training	\$2,119	\$3,370	\$5,489	\$2,714	\$4,286	\$6,999	\$2,157	\$4,724	\$6,881
Training of IRR Personnel	\$365	\$0	\$365	\$468	\$0	\$468	\$386	\$0	\$386
Individual/Unit Conversion Training	\$802	\$727	\$1,529	\$1,025	\$925	\$1,950	\$1,324	\$2,168	\$3,492
TOTAL DIRECT OBLIGATIONS	\$10,351	\$7,877	\$18,228	\$11,906	\$9,754	\$21,660	\$11,524	\$12,668	\$24,192
SPECIAL TRAINING									
Command/Staff Supervision & Conf.	\$711	\$219	\$930	\$739	\$226	\$965	\$754	\$231	\$984
Exercises	\$2,789	\$2,364	\$5,153	\$2,901	\$2,422	\$5,323	\$2,959	\$2,505	\$5,465
Management Support	\$3,321	\$930	\$4,251	\$3,463	\$970	\$4,432	\$3,535	\$991	\$4,526
Operational Training	\$4,809	\$18,282	\$23,091	\$5,726	\$22,359	\$28,085	\$5,107	\$19,355	\$24,462
Service Mission/Mission Support	\$2,401	\$2,492	\$4,893	\$1,622	\$1,561	\$3,183	\$2,553	\$2,648	\$5,201
Recruitment and Retention	\$475	\$1,514	\$1,989	\$570	\$1,835	\$2,405	\$503	\$1,614	\$2,117
Competitive Events	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Military Funeral Honors	\$8	\$5,315	\$5,323	\$0	\$6,458	\$6,458	\$9	\$7,391	\$7,400
Active Duty for Special Training (ADST)	\$7,999	\$0	\$7,999	\$8,344	\$0	\$8,344	\$8,518	\$0	\$8,518
OCO	\$919	\$2,015	\$2,934	\$264	\$609	\$872	\$0	\$0	\$0
IRT	\$214	\$367	\$581	\$474	\$719	\$1,193	\$0	\$0	\$0
Yellow Ribbon Reintegration Program (OCO/DWE)	\$5	\$15	\$20	\$32	\$97	\$129	\$29	\$43	\$72
TOTAL DIRECT OBLIGATIONS	\$23,650	\$33,513	\$57,163	\$24,134	\$37,254	\$61,389	\$23,966	\$34,779	\$58,744
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	\$61,244	\$167,643	\$228,887	\$66,475	\$179,818	\$246,293	\$68,131	\$185,588	\$253,718
Individual Clothing Enlisted	\$0	\$0	\$0	\$0	\$18	\$18	\$0	\$18	\$18
Basic Allowance for Subsistence	\$1,096	\$8,596	\$9,692	\$1,164	\$9,191	\$10,355	\$1,189	\$9,454	\$10,643
Travel/PCS	\$3,303	\$6,561	\$9,864	\$3,439	\$6,913	\$10,351	\$3,502	\$7,048	\$10,550
Death/Disability	\$1,034	\$4,116	\$5,151	\$1,046	\$3,983	\$5,029	\$1,031	\$4,122	\$5,153
Transportation Subsidy	\$91	\$20	\$112	\$95	\$19	\$114	\$121	\$24	\$145
Reserve Incentive Programs	\$2,640	\$593	\$3,233	\$4,035	\$5,433	\$9,468	\$4,035	\$6,130	\$10,165
Continuation Pay	\$46	\$29	\$75	\$74	\$53	\$127	\$80	\$94	\$174
Temporary Early Retirement Authority (TERA)	\$0	\$934	\$934	\$0	\$959	\$959	\$0	\$984	\$984
TOTAL DIRECT OBLIGATIONS	\$69,456	\$188,492	\$257,948	\$76,328	\$206,386	\$282,714	\$78,089	\$213,462	\$291,551

* Totals and Subtotals might not add due to rounding.

1/ Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136). All substantive exhibits will reflect.

2/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260). All substantive exhibits will reflect.

Reserve Personnel, Marine Corps
Summary of Entitlements by Activity and Sub-Activity
(\$ in Thousands)

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
EDUCATION BENEFITS									
Basic Benefit	\$0	\$2,331	\$2,331	\$0	\$2,054	\$2,054	\$0	\$2,700	\$2,700
Kicker Program	\$0	\$555	\$555	\$0	\$775	\$775	\$0	\$981	\$981
Amortization Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Benefits/Contingency Ops	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$0	\$2,885	\$2,885	\$0	\$2,829	\$2,829	\$0	\$3,681	\$3,681
PLATOON LEADERS CLASS									
Subsistence Allowance (Stipend)	\$0	\$997	\$997	\$0	\$1,003	\$1,003	\$0	\$999	\$999
Uniforms, Issue-in-Kind	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Summer Training Pay and Allowances	\$0	\$6,030	\$6,030	\$0	\$6,345	\$6,345	\$0	\$6,438	\$6,438
Subsistence-in-Kind	\$0	\$116	\$116	\$0	\$493	\$493	\$0	\$501	\$501
Travel - PLC	\$0	\$624	\$624	\$0	\$638	\$638	\$0	\$648	\$648
Tuition Assistance Program	\$0	\$382	\$382	\$0	\$386	\$386	\$0	\$386	\$386
TOTAL DIRECT OBLIGATIONS	\$0	\$8,150	\$8,150	\$0	\$8,866	\$8,866	\$0	\$8,972	\$8,973
TSP MATCHING									
TOTAL DIRECT OBLIGATIONS	\$623	\$2,370	\$2,993	\$731	\$3,344	\$4,075	\$862	\$4,429	\$5,291
TOTAL DIRECT PROGRAM^{1/}	\$194,688	\$544,946	\$739,633	\$208,296	\$606,552	\$814,848	\$215,911	\$665,998	\$881,909
Total Available Appropriation						\$846,807			
Estimated Asset / (Shortfall)						\$31,959			

1/ Summary totals might not add due to rounding.

PB-30K Analysis of Appropriation Changes (Reserves)

Reserve Personnel, Marine Corps
Analysis of Appropriation Changes and Supplemental Requirements
FY 2021
(\$ in Thousands)

	FY 2021 President's Budget 1/	Congressional Action	Appropriation 1/	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2021 Column of the FY 2022 President's Budget 1/
<u>PAY GROUP A</u>							
Annual Training	\$56,768	\$0	\$56,768	\$21	\$56,789	(\$5,092)	\$51,697
Inactive Duty Training	\$171,496	(\$1,000)	\$170,496	\$108	\$170,605	(\$9,702)	\$160,902
Unit Training Assemblies	\$161,534	(\$1,000)	\$160,534	\$0	\$160,534	(\$9,702)	\$150,831
Flight Training	\$3,560	\$0	\$3,560	\$20	\$3,581	\$0	\$3,581
Military Funeral Honors	\$381	\$0	\$381	\$62	\$442	\$0	\$442
Training Preparation	\$6,021	\$0	\$6,021	\$26	\$6,048	\$0	\$6,048
Clothing	\$757	\$0	\$757	\$0	\$757	(\$4)	\$753
Subsistence of Enlisted Personnel	\$23,947	(\$4,000)	\$19,947	\$0	\$19,947	(\$6,116)	\$13,831
Travel	\$46,945	\$0	\$46,945	\$0	\$46,945	(\$4,502)	\$42,443
TOTAL DIRECT OBLIGATIONS	\$299,914	(\$5,000)	\$294,914	\$129	\$295,043	(\$25,417)	\$269,626
<u>PAY GROUP B</u>							
Annual Training	\$9,957	\$0	\$9,957	(\$587)	\$9,370	\$0	\$9,370
Inactive Duty Training	\$30,287	\$0	\$30,287	(\$37)	\$30,250	(\$1,107)	\$29,143
Unit Training Assemblies	\$28,513	\$0	\$28,513	(\$43)	\$28,470	(\$1,107)	\$27,363
Flight Training	\$290	\$0	\$290	\$1	\$291	\$0	\$291
Military Funeral Honors	\$50	\$0	\$50	\$0	\$51	\$0	\$51
Training Preparation	\$1,434	\$0	\$1,434	\$5	\$1,439	\$0	\$1,439
Clothing	\$2	\$0	\$2	(\$0)	\$2	\$0	\$2
Travel	\$5,996	\$0	\$5,996	(\$2,101)	\$3,896	\$0	\$3,896
TOTAL DIRECT OBLIGATIONS	\$46,242	\$0	\$46,242	(\$2,724)	\$43,518	(\$1,107)	\$42,411
<u>PAY GROUP F</u>							
Annual Training	\$113,426	(\$12,000)	\$101,426	\$2,519	\$103,946	\$0	\$103,946
Clothing	\$12,665	(\$3,000)	\$9,665	(\$0)	\$9,665	(\$1,130)	\$8,535
Subsistence-In-Kind - F	\$3,801	(\$500)	\$3,301	(\$1,368)	\$1,933	\$0	\$1,933
Travel	\$6,390	\$0	\$6,390	(\$2,061)	\$4,329	\$0	\$4,329
TOTAL DIRECT OBLIGATIONS	\$136,283	(\$15,500)	\$120,783	(\$911)	\$119,872	(\$1,130)	\$118,742

1/ Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260). Applicable to all subsequent exhibits.

*Totals and Subtotals might not add due to rounding.

Reserve Personnel, Marine Corps
Analysis of Appropriation Changes and Supplemental Requirements
FY 2021
(\$ in Thousands)

	FY 2021 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2021 Column of the FY 2022 President's <u>Budget</u>
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$1,482	\$0	\$1,482	\$761	\$2,243	\$0	\$2,243
IRR Readiness Training	\$224	\$0	\$224	\$69	\$293	\$0	\$293
TOTAL DIRECT OBLIGATIONS - Mobilization Training	\$1,706	\$0	\$1,706	\$829	\$2,536	\$0	\$2,536
<u>SCHOOL TRAINING</u>							
Career Development Training	\$12,816	\$0	\$12,816	(\$4,058)	\$8,757	\$0	\$8,757
Initial Skill Acquisition Training	\$1,543	\$0	\$1,543	\$1,942	\$3,485	\$0	\$3,485
Refresher and Proficiency Training	\$7,625	\$0	\$7,625	(\$626)	\$6,999	\$0	\$6,999
Training of IRR personnel	\$196	\$0	\$196	\$272	\$468	\$0	\$468
Individual/Unit Conversion Training	\$2,974	\$0	\$2,974	(\$1,024)	\$1,950	\$0	\$1,950
TOTAL DIRECT OBLIGATIONS - School Training	\$25,154	\$0	\$25,154	(\$3,494)	\$21,660	\$0	\$21,660
<u>SPECIAL TRAINING</u>							
Command/Staff Supervision & Conf.	\$1,128	\$0	\$1,128	(\$163)	\$965	\$0	\$965
Exercises	\$6,246	\$0	\$6,246	(\$923)	\$5,323	\$0	\$5,323
Management Support	\$4,849	\$0	\$4,849	(\$417)	\$4,432	\$0	\$4,432
Operational Training	\$21,701	\$0	\$21,701	\$6,384	\$28,085	\$0	\$28,085
Service Mission/Mission Support	\$3,356	\$0	\$3,356	(\$173)	\$3,183	\$0	\$3,183
Recruitment and Retention	\$2,501	\$0	\$2,501	(\$96)	\$2,405	\$0	\$2,405
Competitive Events	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Military Funeral Honors	\$7,689	\$0	\$7,689	(\$1,231)	\$6,458	\$0	\$6,458
Active Duty for Special Training (ADST)	\$9,115	\$0	\$9,115	(\$771)	\$8,344	\$0	\$8,344
OCO	\$1,872	\$0	\$1,872	\$0	\$1,872	(\$1,000)	\$872
IRT	\$0	\$0	\$0	\$1,175	\$1,175	\$18	\$1,193
Yellow Ribbon Reintegration Program (OCO)	\$129	\$0	\$129	(\$0)	\$129	\$0	\$129
TOTAL DIRECT OBLIGATIONS - Special Training	\$58,585	\$0	\$58,585	\$3,785	\$62,370	(\$982)	\$61,389

*Totals and Subtotals might not add due to rounding.

Reserve Personnel, Marine Corps
Analysis of Appropriation Changes and Supplemental Requirements
FY 2021
(\$ in Thousands)

	FY 2021 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2021 Column of the FY 2022 President's Budget
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$249,531	(\$2,700)	\$246,831	\$0	\$246,831	(\$538)	\$246,293
Individual Clothing Enlisted	\$18	\$0	\$18	\$0	\$18	(\$0)	\$18
Basic Allowance for Subsistence	\$10,330	\$0	\$10,330	\$25	\$10,355	\$0	\$10,355
Travel/PCS	\$9,543	\$0	\$9,543	\$808	\$10,351	\$0	\$10,351
Death/ Disability	\$4,283	\$0	\$4,283	\$746	\$5,029	\$0	\$5,029
Transportation Subsidy	\$148	\$0	\$148	\$0	\$148	(\$34)	\$114
Reserve Incentive Programs	\$10,165	\$0	\$10,165	\$0	\$10,165	(\$697)	\$9,468
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$238	(\$110)	\$128	\$0	\$128	(\$1)	\$127
Temporary Early Retirement Authority (TERA)	\$224	\$0	\$224	\$735	\$959	\$0	\$959
TOTAL DIRECT OBLIGATIONS - Admin and Support	\$284,433	(\$2,810)	\$281,670	\$2,314	\$283,984	(\$1,270)	\$282,714
<u>EDUCATION BENEFITS</u>							
Basic Benefit	\$3,875	\$0	\$3,875	\$0	\$3,875	(\$1,821)	\$2,054
Kicker Program	\$933	\$0	\$933	\$0	\$933	(\$158)	\$775
Amortization Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Benefits/Contingency Ops	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS - Education Benefits	\$4,808	\$0	\$4,808	\$0	\$4,808	(\$1,979)	\$2,829
<u>PLATOON LEADERS CLASS</u>							
Subsistence Allowance (Stipend)	\$980	\$0	\$980	\$23	\$1,003	\$0	\$1,003
Uniforms, Issue-in-Kind	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Summer Training Pay and Allowances	\$4,719	\$0	\$4,719	\$1,626	\$6,345	\$0	\$6,345
Subsistence-in-Kind	\$455	\$0	\$455	\$39	\$493	\$0	\$493
Travel - PLC	\$1,001	\$0	\$1,001	(\$362)	\$638	\$0	\$638
Tuition Assistance Program	\$446	\$0	\$446	(\$60)	\$386	\$0	\$386
TOTAL DIRECT OBLIGATIONS - Platoon Leaders Class	\$7,601	\$0	\$7,601	\$1,265	\$8,866	\$0	\$8,866
<u>TSP MATCHING</u>							
TOTAL DIRECT OBLIGATIONS - TSP Matching	\$5,969	(\$1,820)	\$4,149	\$0	\$4,149	(\$74)	\$4,075
TOTAL DIRECT PROGRAM ^{1/}	\$870,742	(\$25,130)	\$845,612	\$1,195	\$846,807	(\$31,959)	\$814,848

1/Summary totals might not add due to rounding.

Exhibit PB-30L Summary of Basic Pay and Retired Pay Accrual Costs (Reserves)

Reserve Personnel, Marine Corps
Summary of Basic Pay and Retired Pay Accrual (RPA) Costs
(\$ in Thousands)

		<u>FY2020 (Actual)</u>		<u>FY2021 (Estimate)</u>		<u>FY2022 (Estimate)</u>	
		<u>Basic Pay</u>	<u>RPA</u>	<u>Basic Pay</u>	<u>RPA</u>	<u>Basic Pay</u>	<u>RPA</u>
Pay Group A	Officer	\$32,962	\$8,043	\$31,050	\$8,352	\$31,754	\$8,161
Pay Group A	Enlisted	\$114,791	\$28,009	\$117,985	\$31,738	\$123,344	\$31,699
Pay Group A	Subtotal	\$147,753	\$36,052	\$149,035	\$40,090	\$155,098	\$39,860
Pay Group B	Officer	\$19,413	\$4,737	\$21,850	\$5,878	\$22,904	\$5,886
Pay Group B	Enlisted	\$4,871	\$1,189	\$5,612	\$1,510	\$6,081	\$1,563
Pay Group B	Subtotal	\$24,285	\$5,925	\$27,462	\$7,387	\$28,985	\$7,449
Pay Group F	Officer	\$6,479	\$1,581	\$6,025	\$1,621	\$6,416	\$1,649
Pay Group F	Enlisted	\$58,963	\$14,387	\$63,150	\$16,987	\$80,893	\$20,790
Pay Group F	Subtotal	\$65,443	\$15,968	\$69,175	\$18,608	\$87,309	\$22,439
Mobilization Training	Officer	\$30	\$7	\$44	\$12	\$45	\$12
Mobilization Training	Enlisted	\$17	\$4	\$66	\$18	\$68	\$17
Mobilization Training	Subtotal	\$47	\$11	\$110	\$30	\$113	\$29
School Training	Officer	\$5,199	\$1,269	\$5,876	\$1,581	\$5,756	\$1,479
School Training	Enlisted	\$2,873	\$701	\$3,549	\$955	\$4,747	\$1,220
School Training	Subtotal	\$8,072	\$1,970	\$9,426	\$2,535	\$10,502	\$2,699
Special Training	Officer	\$12,435	\$3,034	\$12,537	\$3,372	\$12,561	\$3,228
Special Training	Enlisted	\$15,152	\$3,697	\$16,706	\$4,494	\$15,690	\$4,032
Special Training	Subtotal	\$27,587	\$6,731	\$29,243	\$7,866	\$28,251	\$7,260
Administration & Support	Officer	\$35,282	\$10,938	\$37,499	\$13,087	\$38,351	\$13,461
Administration & Support	Enlisted	\$85,002	\$26,351	\$89,614	\$31,275	\$92,279	\$32,390
Administration & Support	Subtotal	\$120,284	\$37,288	\$127,114	\$44,363	\$130,630	\$45,851
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$4,005	\$977	\$4,149	\$1,116	\$4,245	\$1,091
Platoon Leader Class	Subtotal	\$4,005	\$977	\$4,149	\$1,116	\$4,245	\$1,091
TOTAL DIRECT PROGRAM	Officer	\$111,800	\$29,608	\$114,882	\$33,903	\$117,786	\$33,876
TOTAL DIRECT PROGRAM	Enlisted	\$285,675	\$75,315	\$300,831	\$88,093	\$327,347	\$92,802
TOTAL DIRECT PROGRAM	Subtotal	\$397,475	\$104,922	\$415,713	\$121,996	\$445,133	\$126,678
TOTAL REIMBURSABLE PROGRAM	Officer	\$4,144	\$1,011	\$4,518	\$1,215	\$4,667	\$1,200
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$1,191	\$291	\$1,536	\$413	\$1,584	\$407
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$5,335	\$1,302	\$6,054	\$1,629	\$6,252	\$1,607
TOTAL PROGRAM	Officer	\$115,945	\$30,619	\$119,400	\$35,118	\$122,454	\$35,076
TOTAL PROGRAM	Enlisted	\$286,866	\$75,605	\$302,367	\$88,506	\$328,931	\$93,210
TOTAL PROGRAM	Subtotal	\$402,810	\$106,224	\$421,767	\$123,624	\$451,385	\$128,285

*Totals and Subtotal's might not add due to rounding.

Exhibit PB-30M Summary of BAH Costs (Reserves)

Reserve Personnel, Marine Corps
Summary of Basic Allowance for Housing (BAH) Costs
(\$ in Thousands)

		<u>FY2020 (Actual)</u>	<u>FY2021 (Estimate)</u>	<u>FY2022 (Estimate)</u>
		<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
Pay Group A	Officer	\$990	\$1,202	\$1,311
Pay Group A	Enlisted	\$5,900	\$6,832	\$7,708
Pay Group A	Subtotal	\$6,890	\$8,034	\$9,019
Pay Group B	Officer	\$674	\$884	\$923
Pay Group B	Enlisted	\$223	\$295	\$337
Pay Group B	Subtotal	\$897	\$1,179	\$1,260
Pay Group F	Officer	\$1,641	\$1,459	\$1,527
Pay Group F	Enlisted	\$3,059	\$2,854	\$3,450
Pay Group F	Subtotal	\$4,700	\$4,312	\$4,976
Mobilization Training	Officer	\$6	\$9	\$9
Mobilization Training	Enlisted	\$10	\$40	\$42
Mobilization Training	Subtotal	\$16	\$49	\$51
School Training	Officer	\$1,540	\$1,740	\$1,721
School Training	Enlisted	\$1,074	\$1,327	\$1,795
School Training	Subtotal	\$2,614	\$3,068	\$3,516
Special Training	Officer	\$4,087	\$4,121	\$4,169
Special Training	Enlisted	\$7,079	\$7,805	\$7,402
Special Training	Subtotal	\$11,166	\$11,926	\$11,571
Administration & Support ^{1/}	Officer	\$11,035	\$11,679	\$12,052
Administration & Support ^{1/}	Enlisted	\$44,400	\$46,637	\$48,460
Administration & Support ^{1/}	Subtotal	\$55,435	\$58,317	\$60,513
Platoon Leader Class	Enlisted	\$347	\$360	\$372
Platoon Leader Class	Subtotal	\$347	\$360	\$372
TOTAL DIRECT PROGRAM	Officer	\$19,973	\$21,094	\$21,713
TOTAL DIRECT PROGRAM	Enlisted	\$62,094	\$66,151	\$69,565
TOTAL DIRECT PROGRAM	Subtotal	\$82,067	\$87,245	\$91,278
TOTAL REIMBURSABLE PROGRAM	Officer	\$1,362	\$1,485	\$1,549
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$556	\$718	\$747
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$1,918	\$2,203	\$2,296
TOTAL PROGRAM	Officer	\$21,335	\$22,579	\$23,262
TOTAL PROGRAM	Enlisted	\$62,650	\$66,868	\$70,313
TOTAL PROGRAM	Subtotal	\$83,986	\$89,448	\$93,574

1/Administration & Support amounts do not include Overseas Housing Allowance (OHA) which has the same OCC.

Exhibit PB-30N Summary of Travel Costs (Reserves)

Reserve Personnel, Marine Corps
Summary of Travel Costs
(\$ in Thousands)

		<u>FY2020 (Actual)</u>	<u>FY2021 (Estimate)</u>	<u>FY2022 (Estimate)</u>
		<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
Pay Group A	Officer	\$5,029	\$7,288	\$8,741
Pay Group A	Enlisted	\$17,982	\$35,155	\$37,243
Pay Group A	Subtotal	\$23,011	\$42,443	\$45,984
Pay Group B	Officer	\$1,708	\$2,383	\$4,735
Pay Group B	Enlisted	\$1,124	\$1,512	\$3,216
Pay Group B	Subtotal	\$2,832	\$3,896	\$7,950
Pay Group F	Officer	\$78	\$67	\$74
Pay Group F	Enlisted	\$3,875	\$4,261	\$5,443
Pay Group F	Subtotal	\$3,953	\$4,329	\$5,516
Mobilization Training	Officer	\$12	\$17	\$17
Mobilization Training	Enlisted	\$15	\$58	\$60
Mobilization Training	Subtotal	\$27	\$76	\$77
School Training	Officer	\$1,358	\$1,607	\$1,502
School Training	Enlisted	\$2,570	\$3,108	\$3,824
School Training	Subtotal	\$3,927	\$4,715	\$5,325
Special Training	Officer	\$1,853	\$1,864	\$1,785
Special Training	Enlisted	\$3,752	\$4,028	\$3,714
Special Training	Subtotal	\$5,605	\$5,892	\$5,499
Administration & Support	Officer	\$3,303	\$3,439	\$3,502
Administration & Support	Enlisted	\$6,561	\$6,913	\$7,048
Administration & Support ^{1/}	Subtotal	\$9,864	\$10,351	\$10,550
Platoon Leader Class	Enlisted	\$624	\$638	\$648
Platoon Leader Class	Subtotal	\$624	\$638	\$648
TOTAL DIRECT PROGRAM	Officer	\$13,340	\$16,665	\$20,356
TOTAL DIRECT PROGRAM	Enlisted	\$36,503	\$55,674	\$61,194
TOTAL DIRECT PROGRAM	Subtotal	\$49,843	\$72,340	\$81,549
TOTAL REIMBURSABLE PROGRAM	Officer	\$257	\$276	\$283
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$13	\$17	\$17
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$269	\$293	\$300
TOTAL PROGRAM	Officer	\$13,597	\$16,941	\$20,638
TOTAL PROGRAM	Enlisted	\$36,516	\$55,691	\$61,211
TOTAL PROGRAM	Subtotal	\$50,113	\$72,632	\$81,849

1/Administration & Support Travel amounts do not include Transportation Subsidy which has the same OCC.

Reserve Personnel, Marine Corps
Summary of Basic Allowance for Subsistence (BAS) and Subsistence-In-Kind (SIK)
(\$ in Thousands)

		<u>FY2020 (Actual)</u>		<u>FY2021 (Estimate)</u>		<u>FY2022 (Estimate)</u>	
		<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A	Officer	\$183	\$0	\$218	\$0	\$236	\$0
Pay Group A	Enlisted	\$3,128	\$14,340	\$3,575	\$13,831	\$3,990	\$22,434
Pay Group A	Subtotal	\$3,311	\$14,340	\$3,794	\$13,831	\$4,226	\$22,434
Pay Group B	Officer	\$107	\$0	\$138	\$0	\$143	\$0
Pay Group B	Enlisted	\$79	\$0	\$106	\$0	\$119	\$0
Pay Group B	Subtotal	\$186	\$0	\$244	\$0	\$262	\$0
Pay Group F	Officer	\$488	\$0	\$408	\$0	\$437	\$0
Pay Group F	Enlisted	\$8,523	\$1,454	\$8,793	\$1,933	\$10,502	\$3,987
Pay Group F	Subtotal	\$9,010	\$1,454	\$9,201	\$1,933	\$10,939	\$3,987
Mobilization Training	Officer	\$1	\$0	\$1	\$0	\$2	\$0
Mobilization Training	Enlisted	\$5	\$0	\$19	\$0	\$19	\$0
Mobilization Training	Subtotal	\$6	\$0	\$20	\$0	\$21	\$0
School Training	Officer	\$180	\$0	\$205	\$0	\$200	\$0
School Training	Enlisted	\$344	\$0	\$428	\$0	\$571	\$0
School Training	Subtotal	\$524	\$0	\$633	\$0	\$771	\$0
Special Training	Officer	\$505	\$0	\$512	\$0	\$511	\$0
Special Training	Enlisted	\$2,076	\$0	\$2,304	\$0	\$2,156	\$0
Special Training	Subtotal	\$2,581	\$0	\$2,817	\$0	\$2,667	\$0
Administration & Support	Officer	\$1,096	\$0	\$1,164	\$0	\$1,189	\$0
Administration & Support	Enlisted	\$8,596	\$0	\$9,191	\$0	\$9,454	\$0
Administration & Support	Subtotal	\$9,692	\$0	\$10,355	\$0	\$10,643	\$0
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$170	\$116	\$177	\$493	\$180	\$501
Platoon Leader Class	Subtotal	\$170	\$116	\$177	\$493	\$180	\$501
TOTAL DIRECT PROGRAM	Officer	\$2,560	\$0	\$2,647	\$0	\$2,717	\$0
TOTAL DIRECT PROGRAM	Enlisted	\$22,920	\$15,910	\$24,593	\$16,257	\$26,992	\$26,922
TOTAL DIRECT PROGRAM	Subtotal	\$25,480	\$15,910	\$27,240	\$16,257	\$29,708	\$26,922
TOTAL REIMBURSABLE PROGRAM	Officer	\$168	\$0	\$185	\$0	\$190	\$0
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$163	\$0	\$212	\$0	\$218	\$0
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$331	\$0	\$396	\$0	\$408	\$0
TOTAL PROGRAM	Officer	\$2,729	\$0	\$2,832	\$0	\$2,907	\$0
TOTAL PROGRAM	Enlisted	\$23,083	\$15,910	\$24,805	\$16,257	\$27,209	\$26,922
TOTAL PROGRAM	Subtotal	\$25,811	\$15,910	\$27,637	\$16,257	\$30,116	\$26,922

Exhibit PB-300 Schedule of Increases and Decreases Summary (Reserves)

Reserve Personnel, Marine Corps Schedule of Increases and Decreases (\$ in Thousands)			Total
FY 2021 Direct Program			\$814,848
Pricing Increases			
	Increase for anticipated Pay Raise of 2.7% effective 1 January 2022	\$11,612	
	Increase in Pay Group A Subsistence-In-Kind Rate	\$8,020	
	Increase in Pay Group A Travel Rate of 1.8%	\$4,483	
	Increase for annualization of 3.0% Pay Raise effective 1 January 2021	\$4,176	
	Increase for anticipated BAH Fiscal Year (FY) 2022 rate increase to 3.7%	\$2,029	
	Increase in Pay Group B Travel Rate of 1.8%	\$368	
	Increase in anticipated FTS BAS rate to 2.6%	\$274	
	Increase in Permanent Change of Station Rate	\$191	
	Increase in Pay Group F Clothing Rate of 1.8%	\$187	
	Increase in TSP Matching Rates	\$140	
	Increase in Pay Group F Subsistence-In-Kind Rate	\$102	
	Increase in Pay Group F Travel Rate of 1.8%	\$98	
	Increase in Disability and Hospitalization Benefits Rate	\$84	
	Increase in Muster Payment Rates	\$40	
	Increase in Temporary Early Retirement Authority (TERA)	\$25	
	Increase in Pay Group A Clothing Replacement Rate	\$14	
	Increase in Continuation Pay Rates	\$13	
	Increase in Platoon Leaders Course Travel Rate	\$11	
	Increase in Platoon Leaders Course (PLC) Subsistence-In-Kind Rate	\$10	
Total Pricing Increases		\$31,876	
Program Increases			
	Increase in Pay Group F Pay and Allowances due to Accessions	\$24,394	
	Increase in Pay Group A Annual Training Paid Participants	\$4,184	
	Increase in Pay Group B Travel due to Paid Participants	\$3,687	
	Increase in School Training Pay and Allowances Program Requirements	\$2,050	
	Increase in Pay Group F Subsistence-In-Kind Requirements due to Accessions	\$1,952	
	Increase in Montgomery GI Bill (MGIB) Basic Benefit Takers	\$1,475	
	Increase in Pay Group F Travel Requirements due to Accessions	\$1,090	
	Increase in TSP Matching Program	\$1,077	
	Increase in Selected Reserve Incentive Program	\$920	
	Increase in Pay Group F Clothing Requirements due to Accessions	\$2,009	
	Increase in Pay Group B Inactive Duty Training Paid Participants	\$790	
	Increase in Pay Group A Inactive Duty Training Paid Participants	\$583	
	Increase in Montgomery GI Bill (MGIB) Kicker Takers	\$289	
	Increase in Pay Group B Annual Training Paid Participants	\$258	
	Increase in Disability/Hospitalization Benefits due to strength	\$40	
	Increase in Continuation Pay Program	\$34	
	Increase in Transportation Subsidy Participants	\$31	
	Increase in FTS BAS Requirements due to Strength	\$14	
	Increase in PCS Travel due to Strength	\$8	
	Increase in Pay Group A Clothing Takers	\$2	
Total Program Increases		\$44,887	
Total Increases			\$76,763
Pricing Decreases			
	Decrease in other Pay & Allowance rates due to grade structure and longevity	(\$2,793)	
	Decrease in Montgomery GI Bill (MGIB) Basic Benefit Rate	(\$829)	
	Decrease in Selected Reserve Incentives Rates	(\$223)	
	Decrease in Montgomery GI Bill (MGIB) Kicker Rate	(\$83)	
Total Pricing Decreases		(\$3,929)	
Program Decreases			
	Decrease in Special Training Pay and Allowances Program Requirements	(\$3,875)	
	Decrease in Pay Group A Travel due to Paid Participants	(\$942)	
	Decrease in Pay Group A Inactive Duty Training Paid Participants	(\$923)	
	Decrease in Platoon Leaders Course (PLC) Pay and Allowances due to Strength	(\$23)	
	Decrease in Marine Corps Financial Assistance Program (MCFAP) Program	(\$4)	
	Decrease in Platoon Leaders Course (PLC) Travel due to Strength	(\$2)	
	Decrease in Subsistence-In-Kind due to greater strength	(\$2)	
	Decrease in FTS Pay and Allowances due to Strength	(\$2)	
Total Program Decreases		(\$5,773)	
Total Decreases			(\$9,701)
FY 2022 Direct Program			\$881,909

*Totals and Subtotal's might not add due to rounding

Section 4

Detail of Military Personnel Entitlements

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Pay Group A**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$289,423
Reserve Component Training and Support	FY2021 Estimate	\$269,626
Training, Pay Group A	FY2020 Actual	\$238,711

Part I - Purpose and Scope

Pay Group A identifies Selected Marine Corps Reserve personnel authorized to attend 48 Inactive Duty Training (IDT) periods and 15 days Annual Training. Additional IDT periods are authorized for selected personnel for improvement of individual and unit mobilization readiness, unit administration and maintenance, and aircrew training and qualification.

Personnel in the Selected Marine Corps Reserve are authorized 15 days annual training, inclusive of travel time. Reservists normally accomplish this training with the units to which they are assigned for mobilization. Funds requested are based on an average tour length of 15 days for 78.44% of the average officer strength and 78.49% of the average enlisted strength. IDT periods are no less than four hours duration with no more than two IDT periods per day. A typical drill weekend consists of four IDT periods. Scheduling of multiple drills provides a greater opportunity for field training. Funds requested are based on 80.54% attendance at training assemblies for officers and 83.00% for enlisted personnel.

Additional IDT periods are used for the following purposes:

- (1) Additional Training Periods (ATPs): For units and individuals to accomplish additional required training as defined by a unit's wartime mission.
- (2) Readiness Management Periods (RMPs): For the support of the operation of the unit, unit administration, training preparation and maintenance.
- (3) Additional Flight Training Periods (AFTPs): For aircrew members to conduct aircrew training and qualification training to maintain proficiency and sustain mobilization readiness.
- (4) Funeral Honors Duty Periods: For participation of Reserve Marines in military funeral details.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Pay Group A
Schedule of Increases and Decreases
(\$ in Thousands)**

	<u>Total</u>
FY 2021 Direct Program	\$269,626
Increases	
Pricing Increases	
Increase in Subsistence Rates	\$8,020
Increase in Travel Rates	\$4,483
Increase in Rates for IDT Training	\$3,089
Increase in Rates for Annual Training	\$1,288
Increase in Clothing Replacement Rate	\$14
Total Pricing Increases	\$16,893
Program Increases	
Increase in Annual Training Paid Participants	\$4,184
Increase in Subsistence due to higher in person participants	\$583
Increase in Clothing due to increase takers	\$2
Total Program Increases	\$4,769
Total Increases	\$21,662
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in Travel due to lower paid participants	(\$942)
Decrease in IDT Training Paid Participants	(\$923)
Total Program Decreases	(\$1,865)
Total Decreases	(\$1,865)
FY 2022 Direct Program	\$289,423

*Totals and Subtotal's might not add due to rounding

Reserve Personnel, Marine Corps
Pay Group A
Detail of Requirements
(\$ in Thousands)

Pay and Allowances, Annual Training, Officers: These funds are requested to provide Pay and Allowances for officers attending annual training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{2/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{2/}</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	2,289			2,292			2,220		
Participation Rate	62.02%			72.22%			78.44%		
Paid Participants	1,420	\$5,382.26	\$7,641	1,655	\$5,688.36	\$9,416	1,741	\$5,810.06	\$10,117

Pay and Allowances, Annual Training, Enlisted: These funds are requested to provide Pay and Allowances for enlisted personnel attending annual training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government's social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{3/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{2/}</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	27,885			25,980			25,860		
Participation Rate	60.01%			71.85%			78.49%		
Paid Participants	16,734	\$2,140.80	\$35,825	18,667	\$2,265.06	\$42,281	20,298	\$2,318.05	\$47,051
Total Annual Training			\$43,466			\$51,697			\$57,168

1/ Participation Rates were affected by COVID-19 travel restrictions and social distancing directives

2/ Participation Rates incorporate current OCO/DWE mobilization assumptions.

3/ Strength decrease is a result of delayed backfills from PG-F accessions

Reserve Personnel, Marine Corps

Pay Group A

Detail of Requirements

(\$ in Thousands)

Pay, Inactive Duty Training, Officers: These funds are requested to provide Pay and Allowances for officers attending inactive duty for training periods, including additional IDT periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security and special and incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	2,289			2,292			2,220		
Participation Rate	76.69%			79.80%			80.54%		
Paid Participants	1,755	\$18,246.11	\$32,028	1,829	\$15,924.10	\$29,125	1,788	\$16,236.81	\$29,031
Additional Training Periods									
Flight Training	9,154	\$331.47	\$3,034	10,023	\$347.39	\$3,482	10,023	\$353.42	\$3,542
Training Prep	6,487	\$331.47	\$2,150	6,850	\$347.39	\$2,380	6,850	\$353.42	\$2,421
Military Funeral Honors	31	\$331.47	\$10	32	\$347.39	\$11	32	\$353.42	\$11
SUBTOTAL	15,672		\$5,195	16,905		\$5,873	16,905		\$5,975
TOTAL			\$37,223			\$34,998			\$35,006

Pay, Inactive Duty Training, Enlisted: These funds are requested to provide Pay and Allowances for enlisted attending inactive duty for training including additional IDT periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security and special and incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{2/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	27,885			25,980			25,860		
Participation Rate	78.06%			82.80%			83.00%		
Paid Participants	21,766	\$5,400.81	\$117,556	21,511	\$5,657.73	\$121,706	21,464	\$5,767.37	\$123,790
Additional Training Periods									
Flight Training	494	\$112.91	\$56	834	\$118.49	\$99	834	\$120.60	\$101
Training Prep	21,775	\$112.91	\$2,459	30,956	\$118.49	\$3,668	30,956	\$120.60	\$3,733
Military Funeral Honors	2,877	\$112.91	\$325	3,640	\$118.49	\$431	3,640	\$120.60	\$439
SUBTOTAL	25,146		\$2,839	35,430		\$4,198	35,430		\$4,273
TOTAL			\$120,395			\$125,904			\$128,063

Total Inactive Duty Training **\$157,618** **\$160,902** **\$163,068**

1/ Participation Rates were affected by COVID-19 travel restrictions and social distancing directives

2/ Strength decrease is a result of delayed backfills from PG-F accessions

Reserve Personnel, Marine Corps

Pay Group A

Detail of Requirements

(\$ in Thousands)

Subsistence of Enlisted Personnel (SIK): These funds are requested to provide subsistence for all enlisted personnel on annual training and inactive duty training periods of eight hours or more in any one calendar day, regardless of pay group category. The funds are also used to pay for Reserve Personnel eating in Marine Corps active duty dining facilities during annual training and inactive duty training periods.

[illegible]

1/ Fewer participants received the benefit due to virtual participation from COVID-19 travel restrictions and social distancing directives.

Reserve Personnel, Marine Corps
Pay Group A
Detail of Requirements
(\$ in Thousands)

Individual Clothing and Uniform Allowances, Enlisted: The funds requested will provide prescribed clothing for enlisted personnel furnished under an issue-in-kind system as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418, which includes clothing for prior service personnel regaining active drilling status.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Replacement Issues	1,270	\$217.19	\$276	3,408	\$220.88	\$753	3,418	\$224.86	\$769

1/ Takers were affected by COVID-19

Reserve Personnel, Marine Corps
Pay Group A
Detail of Requirements
(\$ in Thousands)

Travel, Annual Training (AT) for Officers: Funding provides travel and per diem allowances for officers performing Annual Training and Inactive Duty Training (IDT). Funds are also provided for key unit leader training and critical billet travel.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT Individual Travel	1,857	\$1,861.22	\$3,456	1,776	\$1,892.86	\$3,362	1,817	\$1,926.93	\$3,501
Off-Site IDT Travel	547	\$999.68	\$547	774	\$1,016.67	\$787	1,174	\$1,034.97	\$1,215
Critical Billet / Key Unit Leader Travel	2,682	\$369.13	\$990	4,840	\$375.41	\$1,817	6,172	\$382.16	\$2,359
Group Travel	2,289	\$15.78	\$36	2,292	\$577.03	\$1,323	2,220	\$750.41	\$1,666
Total Officer Travel			\$5,029			\$7,288			\$8,741

Travel, Annual Training (AT) for Enlisted: Funding provides travel and per diem allowances for enlisted performing Annual Training and Inactive Duty Training (IDT). Funds are also provided for key unit leader training and critical billet travel.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT/IDT Individual Travel	17,118	\$914.89	\$15,661	20,756	\$930.44	\$19,312	15,577	\$947.19	\$14,754
Off-Site IDT Travel	724	\$702.72	\$509	691	\$714.66	\$494	1,696	\$727.53	\$1,234
Critical Billet / Key Unit Leader Travel	3,116	\$330.91	\$1,031	3,831	\$336.54	\$1,289	4,885	\$342.59	\$1,674
Group Travel	27,885	\$28.00	\$781	25,980	\$541.16	\$14,059	25,860	\$757.19	\$19,581
Total Enlisted Travel			\$17,982			\$35,155			\$37,243
Total Travel			\$23,011			\$42,443			\$45,984

Total Pay Group A	\$238,711	\$269,626	\$289,423
Total Available Appropriation		\$294,914	
Estimated Asset / (Shortfall)		\$25,288	

1/ Execution affected by COVID-19 travel restrictions and social distancing directives

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Pay Group B**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$48,270
Reserve Component Training and Support	FY2021 Estimate	\$42,411
Training, Pay Group B - IMA	FY2020 Actual	\$36,872

Part I - Purpose and Scope

Pay Group B identifies Selected Reserve (SelRes) personnel authorized to attend up to 48 Inactive Duty Training Periods (drills) and a minimum of 13 days Annual Training, inclusive of travel time, as Individual Mobilization Augmentees (IMAs). These personnel are pre-assigned to fill mobilization billets, and are assigned to augment operating forces during mobilization. Billets to be filled are broadly categorized to include Operating Force augmentation, non Operating Force augmentation, SMCR unit augmentation, mobilization station personnel, and mobilization support.

Personnel assigned to the IMA Program are authorized 13 days annual training, inclusive of travel time. Reservists normally accomplish this training with the units to which they are assigned. Funds requested are based on an average tour length of 13 days for 74.98% of the average officer strength and 77.02% of the average enlisted strength. IDT periods are no less than four hours duration with no more than two IDT periods per day. A typical drill weekend consists of four IDT periods. Scheduling of multiple drills provides a greater opportunity for field training. Funds requested are based on 71.38% attendance at training assemblies for officers and 67.13% for enlisted personnel.

Additional IDT periods are used for the following purposes:

- (1) Additional Training Periods (ATPs): For units and individuals to accomplish additional required training as defined by a unit's wartime mission.
- (2) Readiness Management Periods (RMPs): For the support of the operation of the unit, unit administration, training preparation and maintenance.
- (3) Additional Flight Training Periods (AFTPs): For aircrew members to conduct aircrew training and qualification training to maintain proficiency and sustain mobilization readiness.
- (4) Funeral Honors Duty Periods: For participation of Reserve Marines in military funeral details.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Pay Group B
Schedule of Increases and Decreases
(\$ in Thousands)**

	<u>Total</u>
FY 2021 Direct Program	\$42,411
Increases	
Pricing Increases	
Increase in Rates for IDT Training	\$553
Increase in Travel Rates	\$368
Increase in Rates for Annual Training	\$203
Total Pricing Increases	\$1,124
Program Increases	
Increase in Travel due to Paid Participants	\$3,687
Increase in IDT Drill Paid Participants	\$790
Increase in Annual Training Paid Participants	\$258
Total Program Increases	\$4,734
Total Increases	\$5,858
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2022 Direct Program	\$48,270

*Totals and Subtotal's might not add due to rounding

Reserve Personnel, Marine Corps
Pay Group B
Detail of Requirements
(\$ in Thousands)

Pay and Allowance, Annual Training, Officers: These funds are requested to provide Pay and Allowances for officers attending annual training. The rates used in computing requirements including Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	1,698			1,689			1,625		
Participation Rate	59.12%			71.65%			74.98%		
Paid Participants	1,004	\$5,704.12	\$5,726	1,210	\$6,051.03	\$7,323	1,218	\$6,177.16	\$7,526

Pay and Allowances, Annual Training, Enlisted: These funds are requested to provide Pay and Allowances for enlisted personnel attending annual training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	888			877			910		
Participation Rate	56.96%			72.55%			77.02%		
Paid Participants	506	\$3,171.18	\$1,604	636	\$3,218.14	\$2,048	701	\$3,288.40	\$2,305
Total Annual Training			\$7,331			\$9,370			\$9,831

1/ Participation Rates were affected by COVID-19 travel restrictions and social distancing directives

Reserve Personnel, Marine Corps

Pay Group B

Detail of Requirements

(\$ in Thousands)

Pay and Allowances, Inactive Duty Training, Officers: These funds are requested to provide Pay and Allowances for officers attending inactive duty training periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security contribution, and special and incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	1,698			1,689			1,625		
Participation Rate	63.51%			66.99%			71.38%		
Paid Participants	1,078	\$19,089.17	\$20,585	1,131	\$19,235.10	\$21,764	1,160	\$19,590.19	\$22,723
Additional Training Periods									
Flight Training	359	\$387.77	\$139	694	\$406.87	\$282	694	\$414.09	\$287
Training Prep	1,796	\$387.77	\$696	2,870	\$406.87	\$1,168	2,870	\$414.09	\$1,188
Military Funeral Honors	9	\$387.77	\$3	63	\$406.87	\$26	63	\$414.09	\$26
SUBTOTAL	2,164		\$839	3,627		\$1,476	3,627		\$1,502
TOTAL			\$21,424			\$23,239			\$24,225

Pay and Allowances, Inactive Duty Training, Enlisted: These funds are requested to provide for Pay and Allowances for enlisted personnel attending inactive duty training periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security contribution, and special incentive pay as authorized.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	888			877			910		
Participation Rate	59.04%			66.77%			67.13%		
Paid Participants	524	\$9,692.56	\$5,082	586	\$9,561.80	\$5,599	611	\$9,741.07	\$5,951
Additional Training Periods									
Flight Training	0	\$0.00	\$0	42	\$207.34	\$9	42	\$211.04	\$9
Training Prep	925	\$197.58	\$183	1,307	\$207.34	\$271	1,307	\$211.04	\$276
Military Funeral Honors	108	\$197.58	\$21	120	\$207.34	\$25	120	\$211.04	\$25
SUBTOTAL	1,033		\$204	1,469		\$305	1,469		\$310
TOTAL			\$5,286			\$5,904			\$6,261
Total Inactive Duty Training			\$26,709			\$29,143			\$30,486

1/ Participation Rates were affected by COVID-19 travel restrictions and social distancing directives

Reserve Personnel, Marine Corps
Pay Group B
Detail of Requirements
(\$ in Thousands)

Individual Clothing and Uniform Allowances, Enlisted: The funds requested will provide prescribed clothing for enlisted personnel furnished under an issue-in-kind system as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418, which includes clothing for prior service personnel regaining active drilling status.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Replacement Issues	0	\$326.63	\$0	7	\$332.19	\$2	7	\$338.17	\$2

Reserve Personnel, Marine Corps
Pay Group B
Detail of Requirements
(\$ in Thousands)

Travel, Annual Training for Officers: Funding provides travel and per diem allowances for officer personnel performing Annual Training and Drills.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay Group B (IMA)									
AT Travel	764	\$1,607.23	\$1,228	1,136	\$1,634.55	\$1,857	2,323	\$1,663.97	\$3,865
Off-Site IDT Travel	432	\$1,110.59	\$480	466	\$1,129.47	\$526	756	\$1,149.80	\$869
Total Officer Travel			\$1,708			\$2,383			\$4,735

Travel, Annual Training for Enlisted: Funding provides travel and per diem allowances for enlisted personnel performing Annual Training and Drills.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT Travel	507	\$1,663.64	\$843	657	\$1,691.92	\$1,112	1,534	\$1,722.37	\$2,642
Off-Site IDT Travel	283	\$992.59	\$281	397	\$1,009.46	\$401	558	\$1,027.63	\$573
Total Enlisted Travel			\$1,124			\$1,512			\$3,216
Total Travel			\$2,832			\$3,896			\$7,950

Total			\$36,872			\$42,411			\$48,270
Total Available Appropriation						\$46,242			
Estimated Asset / (Shortfall)						\$3,831			

1/ Execution affected by COVID-19 travel restrictions and social distancing directives

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Pay Group F**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$149,202
Reserve Component Training and Support	FY2021 Estimate	\$118,742
Training, Pay Group F	FY2020 Actual	\$115,547

Part I - Purpose and Scope

Title 10, United States Code, Section 511, authorizes a program whereby non-prior service personnel may enlist or be commissioned into the Marine Corps Reserve for a period of eight years, of which not less than twelve weeks must be spent on initial active duty for training. Funds requested in Pay Group F are used for Pay and Allowances and other personnel costs incurred during this period of initial active duty training. All trainees are enlisted for a pre-identified Military Occupational Specialty (MOS) and receive recruit training at Marine Corps Recruit Depots, during which time they are integrated with Regular Marine Corps Recruits. Aviation trainees proceed to formal schools conducted by the Marine Corps and other Services. Ground trainees proceed to either Technical, Specialist, or MOS Training conducted by the Marine Corps and other services. Officer candidates attend Officer Candidate Course-Reserve (OCC-R), The Basic School (TBS) and follow-on Primary Military Occupational Specialty (PMOS) training.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Pay Group F
Schedule of Increases and Decreases
(\$ in Thousands)**

FY 2021 Direct Program	<u>Total</u> \$118,742
Increases	
Pricing Increases	
Increase in Pay and Allowances Rates	\$629
Increase in Clothing Rates	\$187
Increase in Subsistence Rates	\$102
Increase in Travel Rates	\$98
Total Pricing Increases	\$1,015
Program Increases:	
Increase in Pay and Allowances due to higher Strength	\$24,394
Increase in Clothing due to higher enlisted Average Strength	\$2,009
Increase in Subsistence due to higher Strength	\$1,952
Increase in Travel due to higher Strength	\$1,090
Total Program Increases	\$29,445
Total Increases	\$30,460
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2022 Direct Program	\$149,202

*Totals and Subtotal's might not add due to rounding

Reserve Personnel, Marine Corps
Pay Group F
Detail of Requirements
(\$ in Thousands)

Pay and Allowances, Initial Active Duty for Training, Officer Personnel: Funding provides for Pay and Allowances of officer personnel attending Initial Active Duty for Training (IADT) called the Officer Candidate Course-Reserve (OCC-R). Funding provides for The Basic School (TBS) and follow-on Primary Military Occupational Specialty (PMOS) training. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays as authorized, and retired pay accrual.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
IADT Trainees	154	\$75,817.48	\$11,676	134	\$76,576.02	\$10,261	141	\$76,755.22	\$10,822

Pay and Allowances, Initial Active Duty for Training, Enlisted Personnel: Funding provides for Pay and Allowances of enlisted personnel attending IADT. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays as authorized, and retired pay accrual.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Strength^{2/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{2/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength^{3/}</u>	<u>Rate</u>	<u>Amount</u>
IADT Trainees	2,382	\$38,858.20	\$92,560	2,576	\$36,368.30	\$93,685	3,232	\$36,555.11	\$118,146
Total			\$104,236			\$103,946			\$128,969

1/ Affected by COVID-19 Pandemic

2/ Enlisted Strength affected by COVID-19, due to social distancing requirements at the Depots. Active Duty shipping took priority over the reserves.

3/ Enlisted Average Strength is higher than normal due to effects of COVID-19 in FY20 and requiring increased shipments in FY21

Reserve Personnel, Marine Corps
Pay Group F
Detail of Requirements
(\$ in Thousands)

Individual Clothing and Uniform Allowances, Enlisted: These funds are requested to provide for clothing and uniforms for enlisted personnel attending initial active duty for training.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Issue									
Male	2,609	\$2,104.92	\$5,492	3,579	\$2,216.28	\$7,932	4,463	\$2,256.17	\$10,069
Female	176	\$2,337.51	\$413	250	\$2,415.42	\$603	269	\$2,458.90	\$661
TOTAL	2,785		\$5,904	3,829		\$8,535	4,732		\$10,731
Total Clothing			\$5,904			\$8,535			\$10,731

1/ Enlisted Strength affected by COVID-19, due to social distancing requirements at the Depots. Active Duty shipping took priority over the reserves in FY20.

Reserve Personnel, Marine Corps
Pay Group F
Detail of Requirements
(\$ in Thousands)

Subsistence of Enlisted Personnel (SIK): These funds are requested to provide subsistence for reserve personnel eating in Marine Corps active duty dining facilities during the accession pipeline.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Subsistence-in-Kind - Dining Facilities	103,765	\$14.01	\$1,454	133,659	\$14.46	\$1,933	268,645	\$14.84	\$3,987

1/ Enlisted Strength affected by COVID-19, due to social distancing requirements at the Depots. Active Duty shipping took priority over the reserves.

Reserve Personnel, Marine Corps
Pay Group F
Detail of Requirements
(\$ in Thousands)

Travel, Initial Active Duty for Training, Officer Personnel: These funds are requested to provide travel and per diem allowances for officer personnel performing initial active duty for training (IADT).

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
IADT Travel/Per Diem	109	\$711.28	\$78	93	\$723.37	\$67	100	\$736.40	\$74

Travel, Initial Active Duty for Training, Enlisted Personnel: These funds are requested to provide travel and per diem allowances for enlisted personnel performing initial active duty for training (IADT).

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
IADT Travel/Per Diem	3,588	\$1,079.94	\$3,875	3,880	\$1,098.30	\$4,261	4,868	\$1,118.07	\$5,443

Total Travel			\$3,952			\$4,329			\$5,516
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Total Pay Group F			\$115,547			\$118,742			\$149,202
Total Available Appropriation						\$120,783			
Estimated Asset / (Shortfall)						\$2,041			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Mobilization Training**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$2,582
Reserve Component Training and Support	FY2021 Estimate	\$2,536
Mobilization Training	FY2020 Actual	\$1,136

Part I - Purpose and Scope

This program provides the training necessary to increase and maintain mobilization readiness for certain members of the Individual Ready Reserve (IRR) in order to satisfy mobilization requirements. Reserve Counterpart Training (RCT) tour lengths average 15 days which consist of 14 days training, and an average of one day of travel. Title 37, USC, Section 433 directs the screening for the annual IRR Recall (Muster Pay) to be costed at no more than 125% of the current per diem rate.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Mobilization Training
Summary of Increases and Decreases
(\$ in Thousands)**

	<u>Total</u>
FY 2021 Direct Program	\$2,536
Increases	
Pricing Increases	
Increase in Physical Muster Payment Rates	\$40
Increase in Readiness Training Pay and Allowances Rates	\$6
Total Pricing Increases	\$47
Program Increases	
Total Program Increases	\$0
Total Increases	\$47
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2022 Direct Program	\$2,582
*Totals and Subtotal's might not add due to rounding	

Reserve Personnel, Marine Corps
Mobilization Training
Detail of Requirements
(\$ in Thousands)

Training for IRR Personnel: Funding provides Reserve Counterpart Training (RCT) tours for pre-trained members assigned to the Ready Reserve in a non-drilling status as well as muster pay stipends for both physical and electronic administrative screenings and information briefs.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer Readiness Training									
Pay and Allowances	14	\$3,312.97	\$46	20	\$3,467.53	\$69	20	\$3,538.41	\$71
Travel and Per Diem	14	\$841.95	\$12	20	\$856.26	\$17	20	\$871.68	\$17
Subtotal			\$58			\$86			\$88
IRR Muster									
Physical Muster	194	\$229.45	\$45	574	\$233.35	\$134	574	\$237.55	\$136
Electronic Muster	0	\$0.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$45			\$134			\$136
Officer Total			\$103			\$220			\$225
Enlisted Readiness Training									
Pay and Allowances	17	\$2,184.33	\$37	65	\$2,277.22	\$148	65	\$2,331.24	\$152
Travel and Per Diem	17	\$884.76	\$15	65	\$899.80	\$58	65	\$916.00	\$60
Subtotal			\$52			\$207			\$211
IRR Muster									
Physical Muster	4,112	\$238.57	\$981	8,691	\$242.63	\$2,109	8,691	\$246.99	\$2,147
Electronic Muster	0	\$0.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$981			\$2,109			\$2,147
Enlisted Total			\$1,033			\$2,315			\$2,358
Total Mobilizaion Training			\$1,136			\$2,536			\$2,582
Total Available Appropriation						\$1,706			
Estimated Asset / (Shortfall)						(\$829)			

1/ Participation affected by COVID-19 travel restrictions and social distancing directives

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
School Training**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$24,192
Reserve Component Training and Support	FY2021 Estimate	\$21,660
School Training	FY2020 Actual	\$18,228

Part I - Purpose and Scope

This program augments initial active duty training and other previously attained skills by providing additional instruction in a broad range of subjects to Ready Reserve personnel. Career development courses such as Command and Staff, Expeditionary Warfare, Staff NCO Academy, and Amphibious Planning keep the Reservists proficient in new weapons, doctrine and techniques. Refresher programs bring a Reservist up-to-date in his particular Military Occupational Specialty (MOS). This program also provides necessary formal training for individuals assigned a new MOS or for units assigned a new mission. Aviators in tactical flying units receive biennial refresher training for transition to new aircraft through this program. Individual Ready Reservists receive professional and occupational field training through this program as well.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
School Training
Schedule of Increases and Decreases
(\$ in Thousands)**

	Total
FY 2021 Direct Program	\$21,660
Increases	
Pricing Increases	
Increase in Pay and Allowances Rates	\$482
Total Pricing Increases	\$482
Program Increases	
Increase in School Training Takers	\$2,050
Total Program Increases	\$2,050
Total Increases	\$2,532
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2022 Direct Program	\$24,192

*Totals and Subtotal's might not add due to rounding

Reserve Personnel, Marine Corps
School Training
Detail of Requirements
(\$ in Thousands)

Initial Skill Acquisition Training: These mandays are utilized by Reserve personnel to acquire a military skill (other than the MOS attained on Initial Active Duty for Training) for which there is a requirement in the unit to which the individual belongs. In addition, these tours provide for foreign language training deemed necessary subsequent to completion of Initial Active Duty for Training. Initial skill acquisition training is also referred to as Prior Service Training Assignment (PSTA).

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>						
	<u>Participants^{1/}</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants^{1/}</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	22	82	1,800	\$451.83	\$813		27	82	2,218	\$468.36	\$1,039		22	82	1,804	\$477.62	\$862
Enlisted	78	106	8,286	\$231.07	\$1,915		96	106	10,192	\$240.05	\$2,447		212	70	14,840	\$245.09	\$3,637
Subtotal	100		10,086		\$2,728		123		12,410		\$3,485		234		16,644		\$4,499

Refresher & Proficiency Skills: Provides formal school training necessary to attain and maintain the required level of proficiency in a specific Military Occupational Specialty (MOS) for which a member has been initially qualified. Examples include courses such as artillery refresher, tank refresher, jungle operations, embarkation, and administration. These workdays are also utilized for qualification training for aircrew members in specific aircraft; to satisfy ground requirements necessary to maintain flight proficiency and maintenance requirements; and for "hands on" training in the actual performance of those skills particular to an individual MOS.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>				
	<u>Participants^{1/}</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	210	14	2,881	\$735.44	\$2,119	259	14	3,554	\$763.61	\$2,714	213	13	2,769	\$778.83	\$2,157
Enlisted	688	15	10,416	\$323.53	\$3,370	847	15	12,816	\$334.40	\$4,286	989	14	13,846	\$341.19	\$4,724
Subtotal	898		13,297		\$5,489	1,106		16,370		\$6,999	1,202		16,615		\$6,881

Career Development Training: Provides SMCR officers and enlisted personnel formal school training required for their professional growth. Examples include Expeditionary Warfare School, Command and Staff College, Landing Force Staff Planning School, and other career level and top level schools. Although the majority of the formal schools are generally two weeks in duration, full length schools are also authorized.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>						
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	795	19	14,767	\$423.32	\$6,251		795	19	15,105	\$441.00	\$6,661		795	19	15,105	\$449.93	\$6,796
Enlisted	955	6	5,271	\$354.01	\$1,866		955	6	5,730	\$365.81	\$2,096		955	6	5,730	\$373.22	\$2,139
Subtotal	1,750		20,038		\$8,117		1,750		20,835		\$8,757		1,750		20,835		\$8,935

1/ Participation affected by COVID-19 travel restrictions and social distancing directives

**Reserve Personnel, Marine Corps
School Training
Detail of Requirements
(\$ in Thousands)**

Individual/Unit Conversion Training: Provides Reservists with that training required when a unit undergoes a change or redesignation to its primary mission.

	<u>FY2020 (Actual)</u>					<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>				
	<u>Participants^{1/}</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants^{1/}</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	27	42	1,129	\$710.56	\$802	33	42	1,390	\$737.42	\$1,025	40	44	1,760	\$752.08	\$1,324
Enlisted	39	77	3,010	\$241.42	\$727	48	77	3,698	\$250.27	\$925	123	69	8,487	\$255.47	\$2,168
Subtotal	66		4,139		\$1,529	81		5,087		\$1,950	163		10,247		\$3,492

Training of IRR Personnel: Provides for the assignment of Individual Ready Reservists to professional and occupational field training. Professional courses include Expeditionary Warfare School, Command and Staff College, Naval War College, Armed Forces Staff College and Landing Force Staff Planning Courses. Occupational field training is accomplished by formal Military Occupational Specialty (MOS) refresher courses in a particular occupational field.

	<u>FY2020 (Actual)</u>					<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	251	3	651	\$561.74	\$365	310	3	803	\$582.49	\$468	251	3	651	\$594.03	\$386
Enlisted	0	0	0	\$219.89	\$0	0	0	0	\$227.24	\$0	0	0	0	\$231.85	\$0
Subtotal	251		651		\$365	310		803		\$468	251		651		\$386

Total School Training:

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>
Officer	1,305	21,227	\$10,351	1,424	23,069	\$11,906	1,321	22,089	\$11,524
Enlisted	1,760	26,983	\$7,877	1,946	32,436	\$9,754	2,279	42,903	\$12,668
Total	3,065	48,210	\$18,228	3,370	55,505	\$21,660	3,600	64,992	\$24,192

Total Available Appropriation	\$25,154
Estimated Asset / (Shortfall)	\$3,494

1/ Participation affected by COVID-19 travel restrictions and social distancing directives

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Special Training**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$58,744
Reserve Component Training and Support	FY2021 Estimate	\$61,389
Special Training	FY2020 Actual	\$57,163

Part I - Purpose and Scope

This program provides pay and allowances including employer's share of Social Security contribution, subsistence, travel, and per diem for officers and enlisted personnel who perform short tours of active duty other than those covered by Pay Group A, B, F, Mobilization Training and School Training. FY20 actuals include OCO, whereas FY21 and FY22 contain estimates for Baseline Funds only. The Special Training is programmed and budgeted in nine categories, which are:

- (1) Command/Staff Inspections and Supervision Visits and Pre-Annual Training and Coordination Conferences
- (2) Exercises
- (3) Management Support
- (4) Operational Training
- (5) Service Mission/Mission Support
- (6) Recruitment and Retention
- (7) Competitive Events
- (8) Military Funeral Honors
- (9) Active Duty for Special Training (ADST)

The following pages provide greater detail and describe the requirements in each of the nine categories above.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Special Training
Schedule of Increases and Decreases
(\$ in Thousands)**

	<u>Total</u>
FY 2021 Direct Program	\$61,389
Increases	
Pricing Increases	
Increase in Pay and Allowances Rates	\$1,230
Total Pricing Increases	\$1,230
Program Increases	
Total Program Increases	\$0
Total Increases	\$1,230
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in Pay and Allowances due to program	(\$3,875)
Total Program Decreases	(\$3,875)
Total Decreases	(\$3,875)
FY 2022 Direct Program	\$58,744
*Totals and Subtotal's might not add due to rounding	

Reserve Personnel, Marine Corps
Special Training
Detail of Requirements
(\$ in Thousands)

Command/Staff Supervision and Conferences: These tours provide for command/staff inspection and supervision visits made by higher headquarters to subordinate units. The effectiveness of training and the units capability to respond to wartime tasking is evaluated and compliance with directives is checked. Tours also provide for pre-annual training coordination conferences.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>						<u>FY2022 (Estimate)</u>					
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	51	13	644	\$1,104.39	\$711	51	13	644	\$1,147.16	\$739		51	13	644	\$1,170.51	\$754	
Enlisted	4	42	170	\$1,287.24	\$219	4	42	170	\$1,330.78	\$226		4	42	170	\$1,358.52	\$231	
Subtotal	55		814		\$930	55		814		\$965		55		814		\$984	

Exercises: Provides for Marine Corps Reserve participation in Joint Chiefs of Staff (JCS) directed and coordinated joint training exercises. Also included are field training exercises and command post exercises.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>						<u>FY2022 (Estimate)</u>					
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	218	18	3,923	\$711.03	\$2,789	218	18	3,924	\$739.27	\$2,901		218	18	3,923	\$754.40	\$2,959	
Enlisted	760	12	9,235	\$255.93	\$2,364	760	12	9,120	\$265.57	\$2,422		760	12	9,235	\$271.27	\$2,505	
Subtotal	978		13,158		\$5,153	978		13,044		\$5,323		978		13,158		\$5,465	

Management Support: This activity includes support of those managerial and administrative tasks performed in support of projects directly related to training and administration of Marine Corps Reserve activities. Examples are promotion boards, development of instructional materials, exercise planning, training conferences (other than pre-annual training) and development of Marine Corps Reserve policies.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>						<u>FY2022 (Estimate)</u>					
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	23	252	5,805	\$572.11	\$3,321	23	252	5,805	\$596.51	\$3,463		23	252	5,805	\$608.90	\$3,535	
Enlisted	16	429	6,862	\$135.52	\$930	16	429	6,862	\$141.32	\$970		16	429	6,862	\$144.47	\$991	
Subtotal	39		12,666		\$4,251	39		12,666		\$4,432		39		12,666		\$4,526	

Operational Training: These tours provide training directly related to probable wartime tasking. They include training of an operational nature similar to that performed during inactive duty training (IDT) and annual training (AT), (exclusive of administration support). Also, these tours provide Reserve maintenance teams to perform on-site maintenance for supported units and provide Reserve air crews for Reserve Air/Ground exercises and Reserve troop lifts.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>						<u>FY2022 (Estimate)</u>					
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u> ^{1/}	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	226	32	7,325	\$656.54	\$4,809	289	29	8,381	\$683.23	\$5,726		226	32	7,325	\$697.28	\$5,107	
Enlisted	3,231	26	85,432	\$214.00	\$18,282	4,567	22	100,474	\$222.54	\$22,359		3,231	26	85,114	\$227.40	\$19,355	
Subtotal	3,457		92,757		\$23,091	4,856		108,855		\$28,085		3,457		92,439		\$24,462	

1/ Includes Marines on orders in order to quarantine after testing positive for COVID-19 or in close contact

**Reserve Personnel, Marine Corps
Special Training
Detail of Requirements
(\$ in Thousands)**

Service Mission/Mission Support: Includes training, both unit and individual, which accomplishes a specific mission or task, or supports a specific mission or task for any of the Armed Services. Includes Marine Corps Reserve support of active force missions as well as internal support rendered to Marine Corps Reserve units and agencies. Examples are umpires in joint exercises or special work/projects requiring Reserve expertise.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	26	162	4,209	\$570.46	\$2,401	26	105	2,730	\$594.19	\$1,622	26	162	4,209	\$606.47	\$2,553
Enlisted	66	271	17,864	\$139.50	\$2,492	66	163	10,758	\$145.07	\$1,561	66	271	17,864	\$148.24	\$2,648
Subtotal	92		22,074		\$4,893	92		13,488		\$3,183	92		22,074		\$5,201

Recruitment and Retention: These tours provide for the ordering of Reservists to active duty for up to a maximum of 179 days to augment the Regular Recruitment Service for purposes of recruiting non-prior service individuals for the Selected Marine Corps Reserve. It also allows individual members with definitive skills to visit schools, and non prior service personnel at home and public functions to discuss advantages and benefits inherent in the Marine Corps Reserve Mission.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants^{1/}</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	32	27	870	\$545.44	\$475	49	21	1,007	\$566.60	\$570	32	27	870	\$578.14	\$503
Enlisted	124	65	8,031	\$188.53	\$1,514	170	55	9,333	\$196.57	\$1,835	124	65	8,031	\$200.96	\$1,614
Subtotal	156		8,901		\$1,989	219		10,339		\$2,405	156		8,901		\$2,117

Military Funeral Honors: Provides for Marine Corps Reserve participation in the rendering of military funeral honors for veterans.

<u>FY2020 (Actual)</u>						<u>FY2021 (Estimate)</u>					<u>FY2022 (Estimate)</u>				
	<u>Participants^{2/}</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	2	9	18	\$459.16	\$8	0	0	0	\$478.94	\$0	2	9	18	\$488.91	\$9
Enlisted	1,396	21	29,752	\$178.65	\$5,315	1,703	20	34,727	\$185.98	\$6,458	1,768	22	38,885	\$190.07	\$7,391
Subtotal	1,398		29,770		\$5,323	1,703		34,727		\$6,458	1,770		38,903		\$7,400

1/ Participants increased due to accession mission increased by 500

2/ Participation affected by COVID-19 travel restrictions and social distancing directives

**Reserve Personnel, Marine Corps
Special Training
Detail of Requirements
(\$ in Thousands)**

Active Duty for Special Training (ADST): Funding provided for training enhancement opportunities for entry and mid-career Marine Corps Reservists to become trained in billet while providing Operational Support to Active Marine Corps Commands in areas such as platoon command, battalion/squadron level staff, MEF or MARFOR level staff.

FY2020 (Actual)						FY2021 (Estimate)					FY2022 (Estimate)						
	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount		Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount		Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount
Officer	110	357	39,215	\$203.97	\$7,999		110	357	39,215	\$212.77	\$8,344		110	357	39,215	\$217.20	\$8,518
Enlisted	0	0	0	\$0.00	\$0		0	0	0	\$0.00	\$0		30	180	5,400	\$0.00	\$0
Subtotal	110		39,215		\$7,999		110		39,215		\$8,344		140		44,615		\$8,518

Individual Readiness Training (IRT): Funds are provided for real world training opportunities for our service members and units to prepare them for war time missions while supporting the needs of America's underserved communities.

FY2020 (Actual)						FY2021 (Estimate)					
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>		<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	6	122	729	\$293.82	\$214	13	119	1,550	\$305.77	\$474	
Enlisted	11	87	955	\$384.39	\$367	22	82	1,798	\$399.73	\$719	
Subtotal	17	99	1,684	345	\$581	35	96	3,348	356	\$1,193	

OCO/DWE: Funding provided to cover Marine Corps Reserve incremental costs due to deployment preparation and support that are above the baseline Special Training budget. This funding is required to support a capability gap generated as a direct result of deployments for Overseas Contingency Operations (OCO) and the reset of Marine Corps Reserve Units.

FY2020 (Actual)						FY2021 (Estimate)					FY2022 (Estimate)				
	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount
Officer	58	20	1,132	\$811.22	\$919	16	20	312	\$844.21	\$264	0	0	0	\$0.00	\$0
Enlisted	571	18	10,473	\$192.43	\$2,015	166	18	3,041	\$200.11	\$609	0	0	0	\$0.00	\$0
Subtotal	629		11,605		\$2,934	182		3,353		\$872	0		0		\$0

Yellow Ribbon (OCO/DWE): Funds are provided in accordance with DoD reintegration efforts to help National Guard and Reserve service members and their families connect with local resources before, during, and after deployments.

FY2020 (Actual)						FY2021 (Estimate)					FY2022 (Estimate)				
	Participants	<u>Tour Length (Avg)</u>	Mandays	Rate (Avg)	Amount	Participants	<u>Tour Length (Avg)</u>	Mandays	Rate (Avg)	Amount	Participants	<u>Tour Length (Avg)</u>	Mandays	Rate (Avg)	Amount
Officer	3	2	5	\$895.03	\$5	17	2	34	\$931.42	\$32	15	2	30	\$950.57	\$29
Enlisted	24	2	49	\$298.40	\$15	151	2	313	\$310.31	\$97	69	2	137	\$317.09	\$43
Subtotal	27		55		\$20	168		347		\$129	84		167		\$72

Total Special Training:

	<u>FY2020 (Actual)</u>				<u>FY2021 (Estimate)</u>				<u>FY2022 (Estimate)</u>			
	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>		<u>Number</u>	<u>Mandays</u>	<u>Amount</u>		<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	
Officer	755	63,876	\$23,650		812	63,602	\$24,134		703	62,039	\$23,966	
Enlisted	6,203	168,823	\$33,513		7,625	176,594	\$37,254		6,067	171,698	\$34,779	
Total	6,958	232,699	\$57,163		8,437	240,196	\$61,389		6,770	233,737	\$58,744	

Total Available Appropriation	\$58,585
Estimated Asset / (Shortfall)	(\$2,803)

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Administration and Support**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$291,551
Reserve Component Training and Support	FY2021 Estimate	\$282,714
Administration and Support	FY2020 Actual	\$257,948

Part I - Purpose and Scope

The funds in this program will provide Pay and Allowances, uniform allowances, subsistence, separation payments, and permanent change of station travel for Marine Corps Reserve officers and enlisted personnel serving on active duty as authorized by Sections 10211, 12301(d), 12310, of Title 10, United States Code. Also included are funds for the payment of death gratuities, disability, and hospitalization benefits to all officers and enlisted personnel undergoing paid training duty, the costs associated with the Reserve Enlistment/Reenlistment Bonus, Selected Marine Corps Reserve Affiliation Bonus Program, Blended Retirement System (BRS) Continuation Pay (CP) and Transition Benefits (Voluntary/Involuntary).

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Administration and Support
Schedule of Increases and Decreases
(\$ in Thousands)**

		<u>Total</u>
FY 2021 Direct Program		\$282,714
Increases		
Pricing Increases		
Increase in FTS Pay and Allowances Rates	\$7,427	
Increase in FTS BAS Rate	\$274	
Increase in Permanent Change of Station Rates	\$191	
Increase in Disability and Hospitalization Benefits Rates	\$84	
Increase in Temporary Early Retirement Authority (TERA)	\$25	
Increase in Continuation Pay Rates	\$13	
Total Pricing Increases	\$8,015	
Program Increases		
Increase in Selected Reserve Incentive Program	\$920	
Increase in Disability and Hospitalization Participants	\$40	
Increase in Continuation Pay due to takers	\$34	
Increase in Transportation Subsidy Participants	\$31	
Increase in BAS due to Strength	\$14	
Increase in Permanent Change of Station due to Strength	\$8	
Total Program Increases	\$1,047	
Total Increases		\$9,062
Decreases		
Pricing Decreases		
Decrease in Selected Reserve Incentives Rates	(\$223)	
Total Pricing Decreases	(\$223)	
Program Decreases		
Decrease in Pay and Allowances due to program	(\$2)	
Total Program Decreases	(\$2)	
Total Decreases		(\$225)
FY 2022 Direct Program		\$291,551
*Totals and Subtotal's might not add due to rounding		

Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

Section 10211. Policies and Regulations: Participation of Reserve officers in preparation and administration of Reserve affairs. "Within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its Reserve component on active duty (other than for training) at the seat of government, and at headquarters responsible for Reserve affairs to participate in preparing and administering the policies and regulations affecting those Reserve components. While so serving, such officer is an additional number of any staff with which he is serving."

Pay and Allowances of Officers: Funding provides Pay and Allowances, Retired Pay Accrual and FICA costs for Reserve Officer Full Time Support Personnel serving on active duty. Not included in this section is subsistence. It is detailed separately.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
FTS Officers	358	\$171,073.98	\$61,244	368	\$180,639.04	\$66,475	366	\$186,149.50	\$68,131

Pay and Allowances of Enlisted: Funding provides Pay and Allowances, Retired Pay Accrual and FICA costs for Reserve Enlisted Full Time Support Personnel serving on active duty. Not included in this section is subsistence. It is detailed separately.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
FTS Enlisted	1,931	\$86,816.47	\$167,643	2,000	\$89,908.78	\$179,818	2,004	\$92,608.63	\$185,588
Total FTS Pay and Allowances			\$228,887			\$246,293			\$253,718

Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

Subsistence of Personnel: Funding provides payment of basic allowance for subsistence for Full-Time Support personnel.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	358	\$3,071.03	\$1,096	368	\$3,165.66	\$1,164	366	\$3,249.26	\$1,189
Enlisted	1,931	\$4,452.22	\$8,596	2,000	\$4,596.63	\$9,191	2,004	\$4,718.01	\$9,454
Total	2,290		\$9,692	2,366		\$10,355	2,370		\$10,643

Death Gratuities, Disability and Hospitalization Benefits: Program supports the payment of death gratuities to beneficiaries of deceased military personnel as authorized by 10 USC, Sections 1475-1480. Current gratuity amount is \$100,000.00 effective in FY 2006 by NDAA P.L. 1109.13. For members of the reserve component who are injured or diseased in the Line of Duty incapacitation benefits may be authorized. Benefits include basic pay, allowances, travel or disability severance pay when applicable. Incapacitation benefits are authorized in accordance with the provisions of 37 USC, Sections 204 and 206.

Death Gratuities

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	\$100,000.00	\$0	0	\$100,000.00	\$0	0	\$100,000.00	\$0
Enlisted	2	\$100,000.00	\$200	2	\$100,000.00	\$200	2	\$100,000.00	\$200
Total	2		\$200	2		\$200	2		\$200

Disability and Hospital Benefits

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	190	\$5,443.34	\$1,034	189	\$5,535.87	\$1,046	183	\$5,635.52	\$1,031
Enlisted	1,253	\$3,125.69	\$3,916	1,190	\$3,178.83	\$3,783	1,212	\$3,236.04	\$3,922
Total	1,443		\$4,951	1,379		\$4,829	1,395		\$4,953

Death Gratuities and Benefits Total			\$5,151			\$5,029			\$5,153
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Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

Federal Workplace Transportation Subsidy: As a result of the enactment of Executive Order 13150 "Federal Workplace Transportation" which was signed by the President on 21 April 2000, all federal agencies in the National Capitol Region (NCR) were directed to implement a Mass or Vanpool Transportation Fringe Benefit Program. The program was effective 1 October 2000 and allows qualified Federal Employees (including Military Personnel) the option of relinquishing current parking permits for "transit passes" in amounts equal to personal commuting costs. In addition, funding is being provided for a Transit Pass Fringe Benefit Program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	775	\$117.98	\$91	797	\$119.52	\$95	1,010	\$119.52	\$121
Enlisted	149	\$135.46	\$20	154	\$121.24	\$19	202	\$121.24	\$24
Total	924		\$112	951		\$114	1,212		\$145
Page Total			\$112			\$114			\$145

1/ Participation affected by COVID-19 travel restrictions and social distancing directives

Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

Individual Supplemental Clothing Enlisted: These funds will be used to pay a supplementary clothing allowance for FTS Marines assigned to recruiting duty and Inspector/Instructor duty.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	0	\$137.36	\$0	126	\$139.69	\$18	126	\$142.21	\$18

Permanent Change of Station Travel: These funds are requested to pay travel costs incurred by Full-Time Support making a Permanent Change of Station (PCS) move. ADOS, School Training, and IADT Marines that qualify for PCS orders are also included in this line item. Military member travel costs include movement and storage of household goods, dislocation allowance, and dependent travel.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate^{1/}</u>	<u>Amount</u>	<u>Number</u>	<u>Rate^{1/}</u>	<u>Amount</u>	<u>Number</u>	<u>Rate^{1/}</u>	<u>Amount</u>
Officer	170	\$19,429.36	\$3,303	174	\$19,762.20	\$3,439	174	\$20,127.43	\$3,502
Enlisted	868	\$7,558.82	\$6,561	899	\$7,689.10	\$6,913	900	\$7,830.62	\$7,048
Total	1,038		\$9,864	1,073		\$10,351	1,074		\$10,550

Temporary Early Retirement Authority: Funding is requested to help shape current force structure as part of an ongoing effort to balance FTS inventory with the new force structure. The TERA program serves as an effective mechanism to support force shaping initiatives that optimize Reserve Component (RC) structure and enhance the RC's ability to augment and reinforce the Active Component as part of the total force.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
TERA	14	\$66,727.07	\$934	14	\$68,528.70	\$959	14	\$70,310.45	\$984
Page Total			\$10,798			\$11,328			\$11,552

1/Rates for PCS are a combination of Travel/Per Diem and Household Goods (HHG).

Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

Reserve Incentive Programs: These funds are requested to provide bonus payments as authorized by Title 37 U.S. Code Section 308. Bonuses are required to control accessions and losses of Marine Corps Reserve personnel. Incentives are offered to personnel in ratings where critical shortages exist. Shortages are determined by measuring the existing MOS authorization against the on board personnel inventory by MOS. The following three incentive programs apply.

Enlistment Bonus: An incentive for enlistment for individuals who enlist for 6 years in the SMCR. In order to qualify, the individual must be: non-prior service, graduate of secondary school or expected to graduate, and not applying for active duty with the regular establishment. The individual receives a bonus upon joining the contracted SMCR unit having completed all entry level training to include their MOS School. Additionally, the Enlistment Bonus (EB) reversions line represents members who have failed to meet all of the prerequisites agreed to in their contract.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u> ^{1/}	<u>Rate</u>	<u>Amount</u>	<u>Number</u> ^{1/}	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Payments (\$3k)	46	\$3,000.00	\$138	46	\$3,000.00	\$138	130	\$3,000.00	\$390
Payments (\$5k)	0	\$5,000.00	\$0	0	\$5,000.00	\$0	0	\$5,000.00	\$0
Payments	46		\$138	46		\$138	130		\$390

Retention Bonus: These incentives are for officer and enlisted personnel joined to an SMCR unit, not currently under obligation, and have an appropriate Billet Identification Code (BIC) to Military Occupational Specialty (MOS) match. Qualified officers are eligible for a \$10,000, \$15,000, or \$20,000 bonus specific to a unit and MOS the member is assigned. Included for officers are a \$20,000 Forward Air Controller / AIR Officer (FAC/AIR-O) bonus. The FAC/AIR-O bonus is paid to those qualifying members assigned to infantry battalions, regiments, or Air Naval Gunfire Liaison Companies (ANGLICOs). Enlisted personnel with the rank of Corporal through Staff Sergeant and have a specific critical MOS, are eligible to receive a \$10,000, \$15,000, or \$20,000 bonus depending on the MOS.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u> ^{2/}	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	39	\$15,000.00	\$585	90	\$17,000.00	\$1,530	90	\$17,000.00	\$1,530
Enlisted	0	\$0.00	\$0	197	\$11,624.37	\$2,290	186	\$14,704.30	\$2,735
Total	39		\$585	287		\$3,820	276		\$4,265

1/ Enlisted Strength affected by COVID-19, due to social distancing requirements at the Depots. Active Duty shipping took priority over the reserves.

2/ Bonuses affected by obligation procedures effective 1 Oct 19, directed by PL 114-92. Obligations shifted from the FY in which a member's bonus offer was approved to the FY at the time the bonus payment was actually earned.

Exhibit PB-30AA Aviation Bonus - Business Case Analysis (Reserve)

Reserve Personnel, Marine Corps Detail of Military Personnel Requirements Aviation Bonus

Reserve Personnel, Marine Corps	FY2022 Estimate	\$1,955
Reserve Component Training and Support	FY2021 Estimate	\$1,955
Aviation Bonus - Business Case Analysis	FY2020 Actual	\$1,955

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

Part II - Justification of Funds Requested

The aviation bonus (AvB) program authorized in 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

Overview: The FY 2022 AvB plan is responsive to inventory states, which are below target inventory levels in four specialties, while remaining fiscally responsible in targeting only those specialties experiencing inventory challenges. Each of these specialties, MV-22, F/A-18, and F-35 are experiencing or projected to experience a shortage of qualified pilots. The Marine Corps FY 2022 AvB plan provides an incentive to influence career decisions for those aviators who may choose to depart the service upon completion of their undergraduate aviation training obligation.

Targeted Communities: For the FY 2022 AvB, the Marine Corps Reserve is pursuing increased inventory stability across the aviation officer population. Our criteria used to designate communities for the AvB is based on current staffing, historic attrition rates, and operational requirements. Those units identified for upcoming operational requirements or units below minimum strength, either currently or in the out-years, are targeted for a bonus. Squadrons that are healthy as a result of service obligations from the AvB in previous years are also targeted for a bonus at a lower amount in order to maintain staffing levels. Additionally, Joint Strike Fighter pilots are targeted at Marine Aviation Training Support Group 42 (MATSG-42) Squadron Augmentation Units (SAU) in order to retain these individuals and their skill sets in the Marine Corps Reserve.

Aircraft Personnel Manning Levels

Aircraft Type Category (may vary by component):	FY2020 (Actual)	FY2021 (Estimate)	FY2022 (Estimate)
VMFA-112 (FA-18)	73%	73%	80%
MATSG-42 SAU (F-35)	80%	80%	80%
VMGR-452 (KC-130)	55%	58%	60%
VMGR-234 (KC-130)	97%	84%	90%
HMLA-775 (UH-1/AH-1)	100%	94%	95%
HMLA-773 (UH-1/AH-1)	90%	82%	90%
HMM-772 (CH-53)	63%	94%	80%
VMM-774 (MV-22)	96%	96%	90%
VMM-764 (MV-22)	92%	92%	90%
Vacant O5-level operational squadron	N/A	N/A	N/A

Criteria Used to Designate Targeted Communities & Project Impacts: Our criteria focuses on two main areas: current inventory and projected retention rates. The Marine Corps utilizes statistical modeling that considers Military Occupational Specialty (MOS) inventories, historic attrition rates, annual accession missions, promotion rates, and future requirements to determine the optimal balance of aviation officers for the next ten years. The AvB aims to eliminate preventable loss of all qualified pilots in the targeted communities as growth continues for the MV-22 and F-35, and the F/A-18 communities return to a healthy production state.

Non-Monetary Incentives: The Marine Corps Reserve works individually with each aviator to match their personal preferences with suitable requirements in the operating force. Duty station preference, unit preference, time on station waivers, geo-location preference, and assignments outside of their primary occupation are areas leveraged to incentivize the retention of aviators, while also filling mission critical requirements.

Exhibit PB-30AA Aviation Bonus - Business Case Analysis (Reserve)

Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Aviation Bonus (AvB)

Aircraft Type category (may vary by component):	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
VMFA-112 (FA-18)	4	\$10,000.00	\$40	4	\$10,000.00	\$40	4	\$10,000.00	\$40
MATSG-42 SAU (F-35)	3	\$25,000.00	\$75	3	\$25,000.00	\$75	3	\$25,000.00	\$75
VMGR-452 (KC-130)	7	\$25,000.00	\$175	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMGR-234 (KC-130)	4	\$10,000.00	\$40	4	\$10,000.00	\$40	4	\$10,000.00	\$40
HMLA-775 (UH-1/AH-1)	12	\$20,000.00	\$240	12	\$20,000.00	\$240	12	\$20,000.00	\$240
HMLA-773 (UH-1/AH-1)	31	\$15,000.00	\$465	31	\$15,000.00	\$465	31	\$15,000.00	\$465
HMM-772 (CH-53)	33	\$15,000.00	\$495	33	\$15,000.00	\$495	33	\$15,000.00	\$495
VMM-774 (MV-22)	7	\$25,000.00	\$175	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMM-764 (MV-22)	11	\$20,000.00	\$220	11	\$20,000.00	\$220	11	\$20,000.00	\$220
Vacant O5-level operational squadron	3	\$10,000.00	\$30	3	\$10,000.00	\$30	3	\$10,000.00	\$30
AvB Total	115		\$1,955	115		\$1,955	115		\$1,955

Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

SMCR Officer Accession Bonus: An incentive for an officer who meets the Reserve Affairs published requirements. This program will pay a bonus of \$10,000 or \$20,000.00 for 3 years of obligated service for a Reserve Marine officer who agrees to affiliate or access to SMCR unit. Included in this line is the \$20,000 Warrant Officer Accession Bonus for those Marines accepted into the Warrant Officer Program and affiliate with a RESRUC and BIC per the Statement of Understanding (SOU).

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer Accession Bonus	8	\$12,500.00	\$100	35	\$15,714.29	\$550	35	\$15,714.29	\$550

SMCR Enlisted Affiliation Bonus: An incentive for any enlisted person who is serving or has served on active duty for any period of time and has been discharged or released from such active duty under honorable conditions, and affiliates with a Selected Marine Corp Reserve (SMCR) unit, and has a Reserve service obligation under Section 37 U.S. Code § 332(a)(1) and (2) - maximum authority not to exceed \$50k/min 2 years or under Section 6(d)(1) of the Military Selective Service Act. This program pays a bonus of up to \$20,000.00 for a 3-year obligation that a former active duty Marine agrees to affiliate with an SMCR unit. Marines must affiliate for a designated skill or unit to qualify for this bonus and must sign a Ready Reserve agreement for the period of months remaining on their military service obligation. The FY20 through FY22 bonus amounts are specifically targeting unit shortages in specific Military Occupational Specialties that are below 80% of manning levels.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted Affiliation Bonus	15	\$16,666.67	\$250	158	\$16,107.59	\$2,545	158	\$16,107.59	\$2,545

Subtotal SMCR Affiliation Bonus			\$350			\$3,095			\$3,095
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1/ Bonuses affected by obligation procedures effective 1 Oct 19, directed by PL 114-92. Obligations shifted from the FY in which a member's bonus offer was approved to the FY at the time the bonus payment was actually earned.

Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

FTS Affiliation Bonus: Individuals who affiliate in the Marine Corps Active Reserve for 3 years as published annually by Reserve Affairs will receive up to a \$20,000.00 bonus under 37 U.S. Code § 331(a)(1) and (2) - maximum authority not to exceed \$50k/min 2 years. Marines must serve 3 years in the Active Reserve Program. Amounts include both officer and enlisted personnel.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u> ^{1/}	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	15	\$13,666.67	\$205	30	\$15,333.33	\$460	30	\$15,333.33	\$460
FTS Affiliation Bonus Total	15		\$205	30		\$460	30		\$460

Reserve Incentive Totals

Officer Reserve Incentives	\$2,640	\$4,035	\$4,035
Enlisted Reserve Incentives	\$593	\$5,433	\$6,130
Total Reserve Incentive Programs	\$3,233	\$9,468	\$10,165

1/ Bonuses affected by obligation procedures effective 1 Oct 19, directed by PL 114-92. Obligations shifted from the FY in which a member's bonus offer was approved to the FY at the time the bonus payment was actually earned.

Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)

Continuation Pay: The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system between the completion of eight years of service, but before completion of 12 years of service. Active component service members (including Active Guard Reserve (AGR) and Full Time Support (FTS)) enrolled in the BRS will be eligible for a cash incentive of 2.5 to 13 times their regular monthly basic pay. Reserve Component members will be eligible for 0.5 to 6 times their monthly basic pay (as if serving on active duty). The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	5	\$9,268.00	\$46	8	\$9,250.00	\$74	8	\$10,000.00	\$80
Enlisted	6	\$4,810.39	\$29	11	\$4,818.18	\$53	18	\$5,222.22	\$94
Total	11		\$75	19		\$127	26		\$174
Total Administration and Support (FTS)			\$257,948			\$282,714			\$291,551
Total Available Appropriation						\$281,670			
Estimated Asset / (Shortfall)						(\$1,044)			

Reserve Personnel, Marine Corps
Selected Reserve Enlistment Bonus (EB)
(\$ in Thousands)

	FY 2020		FY 2021		FY 2022	
	No.	Amount	No.	Amount	No.	Amount
Prior Obligations						
FY 2020						
Initial Payments	46	\$138				
FY 2021						
Initial Payments			46	\$138		
FY 2022						
Initial Payments					130	\$390
Total						
Initial Payments	46	\$138	46	\$138	130	\$390
Total Drilling Reservist EB	46	\$138	46	\$138	130	\$390

Reserve Personnel, Marine Corps
SMCR Officer Retention Bonus (ORB)
(\$ in Thousands)

	FY 2020		FY 2021		FY 2022	
	No.	Amount	No.	Amount	No.	Amount
Prior Obligations						
FY 2020						
Initial Payments	39	\$585				
FY 2021						
Initial Payments			90	\$1,530		
FY 2022						
Initial Payments					90	\$1,530
Total						
Initial Payments	39	\$585	90	\$1,530	90	\$1,530
Total Drilling Reservist ORB	39	\$585	90	\$1,530	90	\$1,530

Reserve Personnel, Marine Corps
SMCR Enlisted Retention Bonus (ERB)
(\$ in Thousands)

	FY 2020		FY 2021		FY 2022	
	No.	Amount	No.	Amount	No.	Amount
Prior Obligations						
FY 2020						
Initial Payments	0	\$0				
FY 2021						
Initial Payments			197	\$2,290		
FY 2022						
Initial Payments					186	\$2,735
Total						
Initial Payments	0	\$0	197	\$2,290	186	\$2,735
Total Drilling Reservist ERB	0	\$0	197	\$2,290	186	\$2,735

Reserve Personnel, Marine Corps
Aviation Bonus (AVB)
(\$ in Thousands)

	FY 2020		FY 2021		FY 2022	
	No.	Amount	No.	Amount	No.	Amount
Prior Obligations	62	\$1,055	29	\$455		
FY 2020						
Initial Payments	53	\$900				
Anniversary Payments			33	\$600	29	\$455
FY 2021						
Initial Payments			53	\$900		
Anniversary Payments					35	\$645
FY 2022						
Initial Payments					51	\$855
Anniversary Payments						
Total						
Initial Payments	53	\$900	53	\$900	51	\$855
Anniversary Payments	62	\$1,055	62	\$1,055	64	\$1,100
Total Drilling Reservist AVB	115	\$1,955	115	\$1,955	115	\$1,955

Reserve Personnel, Marine Corps
SMCR Officer Affiliation Bonus (OAB)
(\$ in Thousands)

	FY 2020		FY 2021		FY 2022	
	No.	Amount	No.	Amount	No.	Amount
Prior Obligations						
FY 2020						
Initial Payments	8	\$100				
FY 2021						
Initial Payments			35	\$550		
FY 2022						
Initial Payments					35	\$550
Total						
Initial Payments	8	\$100	35	\$550	35	\$550
Total Drilling Reservist OAB	8	\$100	35	\$550	35	\$550

Reserve Personnel, Marine Corps
SMCR Enlisted Affiliation Bonus (EAB)
(\$ in Thousands)

	FY 2020		FY 2021		FY 2022	
	No.	Amount	No.	Amount	No.	Amount
Prior Obligations						
FY 2020						
Initial Payments	15	\$250				
FY 2021						
Initial Payments			158	\$2,545		
FY 2022						
Initial Payments					158	\$2,545
Total						
Initial Payments	15	\$250	158	\$2,545	158	\$2,545
Total Drilling Reservist EAB	15	\$250	158	\$2,545	158	\$2,545

Reserve Personnel, Marine Corps
FTS Affiliation Bonus (AB)
(\$ in Thousands)

	FY 2020		FY 2021		FY 2022	
	No.	Amount	No.	Amount	No.	Amount
Prior Obligations						
FY 2020						
Initial Payments	15	\$205				
FY 2021						
Initial Payments			30	\$460		
FY 2022						
Initial Payments					30	\$460
Total						
Initial Payments	15	\$205	30	\$460	30	\$460
Total FTS AB	15	\$205	30	\$460	30	\$460

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Reserve Personnel, Marine Corps Detail of Military Personnel Requirements Blended Retirement System

Program: Thrift Savings Plan (TSP) - matching contributions

FY2022 Estimate	\$5,291
FY2021 Estimate	\$4,075
FY2020 Actual	\$2,993

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

TSP Matching contributions	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	631	\$988.00	\$623	718	\$1,018.11	\$731	824	\$1,045.51	\$862
Enlisted	11,293	\$209.80	\$2,369	15,475	\$216.09	\$3,344	19,959	\$221.93	\$4,429
Total	11,925		\$2,993	16,193		\$4,075	20,783		\$5,291

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Education Benefits**

Reserve Personnel, Marine Corps	FY2022 Estimate	\$3,681
Reserve Component Training and Support	FY2021 Estimate	\$2,829
Education Benefits	FY2020 Actual	\$2,885

Part I - Purpose and Scope

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. This program is governed by Title 10 U.S.C., Chapter 1606. This program will fund educational benefit payments in their entirety for eligible individuals in the Selected Reserve. It is budgeted on an accrual basis. The Veterans Administration pays individuals from funds transferred from the Trust account.

All individuals enlisting, reenlisting, or extending for not less than six years in the Selected Reserve after July 1, 1985, are eligible to receive educational assistance. The individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Fund. The program will provide for funds adequate to allow one of three levels of assistance. The Board of Actuaries set a rate for the first time in FY 2017 after several years with rates at zero. Rates have been adjusted for FY 2021 and FY 2022.

The G.I. Bill Kicker provides an increase in educational assistance allowance for personnel filling critical shortages in designated skills, specialties, or units. This incentive is paid on a monthly basis in addition to the M.G.I.B. basic benefits. The maximum service contribution per recipient of this incentive is established by the Board of Actuaries.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Education Benefits
Schedule of Increases and Decreases
(\$ in Thousands)**

	<u>Total</u>
FY 2021 Direct Program	\$2,829
Increases	
Pricing Increases	
Total Pricing Increases	\$0
Program Increases	
Increase in Montgomery GI Bill Basic Benefit Takers	\$1,475
Increase in Kicker Takers	\$289
Total Program Increases	\$1,765
Total Increases	\$1,765
Decreases	
Pricing Decreases	
Decrease in Montgomery GI Bill Basic Benefit Rate	(\$829)
Decrease in Montgomery GI Bill Kicker Rate	(\$83)
Total Pricing Decreases	(\$912)
Program Decreases	
Total Program Decreases	\$0
Total Decreases	(\$912)
FY 2022 Direct Program	\$3,681
*Totals and Subtotal's might not add due to rounding	

Reserve Personnel, Marine Corps
Education Benefits
(Title 38 USC, Chapter 30)
Detail of Requirements
(\$ in Thousands)

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Basic Benefit	2,152	\$1,083.00	\$2,331	2,695	\$762.00	\$2,054	4,631	\$583.00	\$2,700
Amortization Payment			\$0			\$0			\$0
Subtotal			\$2,331			\$2,054			\$2,700
	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number^{1/}</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
G. I. Bill Kicker									
\$350 Kicker	145	\$3,825.00	\$555	225	\$3,445.00	\$775	309	\$3,175.00	\$981
Subtotal									
Total Education Benefits			\$2,885			\$2,829			\$3,681
Total Available Appropriation			\$2,885			\$4,808			\$3,681
Estimated Asset / Shortfall						\$1,979			

1/ Number of members affected by COVID-19 constraints at the Recruit Depots

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Platoon Leaders Class (PLC)**

Reserve Personnel, Marine Corps

Reserve Component Training and Support

Platoon Leaders Class

FY2022 Estimate	\$8,973
FY2021 Estimate	\$8,866
FY2020 Actual	\$8,150

Part I - Purpose and Scope

Provides pay, subsistence, travel, and clothing for the Platoon Leaders Class (PLC). These Reserve Marines attend two periods of summer training and upon completion of training and graduation from college are commissioned in the Marine Corps Reserve and assigned to active duty for three years. Pay and subsistence rates are based on the actual number of days trainees are on board during the applicable fiscal year. Travel and clothing costs are based on the number of students entering training during the applicable fiscal year. Funds to cover PLC subsidy authorized by Public Law 92-172 are also included. This category also provides for clothing for Naval Reserve Officer Training Corps (ROTC) students and Naval Academy Midshipmen, under the Marine option program, who receive a clothing issue while attending their single period of Marine Corps summer training - Officer Candidates School (OCS).

Funding is also provided for the Tuition Assistance Program. These funds provide an allowance to defray educational expenses of participants. This financial incentive program offers an annual allowance of \$5,200.00 per participant to encourage continued participation.

Exhibit PB-30P Schedule of Increases and Decreases (Reserves)

**Reserve Personnel, Marine Corps
Platoon Leaders Class
Schedule of Increases and Decreases
(\$ in Thousands)**

FY 2021 Direct Program	<u>Total</u> \$8,866
Increases	
Pricing Increases	
Increase in Summer Training Pay and Allowances Rates	\$117
Increase in Travel Rates	\$11
Increase in SIK Rates	\$10
Total Pricing Increases	\$138
Program Increases	
Total Program Increases	\$0
Total Increases	\$138
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in Summer Training Program	(\$23)
Decrease in Marine Corps Financial Assistance Program (MCFAP) students enrolled	(\$4)
Decrease in Travel due to Strength Decreases	(\$2)
Decrease in SIK due to Strength Decreases	(\$2)
Total Program Decreases	(\$32)
Total Decreases	(\$32)
FY 2022 Direct Program	\$8,973

*Totals and Subtotal's might not add due to rounding

**Reserve Personnel, Marine Corps
Platoon Leaders Class
Detail of Requirements
(\$ in Thousands)**

Subsidy (Stipend) Allowance: The Marine Corps Financial Assistance Program (MCFAP) funds are requested to provide a tiered stipend allowance of \$300, \$350, or \$400 per month for students enrolled in Reserve Officer Candidates III and IV courses in accordance with the provisions of 37 U.S.C. 209.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Sophomores	149	\$1,417.43	\$211	150	\$1,417.43	\$213	149	\$1,417.43	\$211
Junior	195	\$1,421.69	\$277	196	\$1,421.69	\$279	195	\$1,421.69	\$277
Senior	358	\$1,421.96	\$509	360	\$1,421.96	\$512	359	\$1,421.96	\$510
Total	702		\$997	706		\$1,003	703		\$999

Uniforms, Issue-in-Kind: Funds are requested to provide uniform issues, including replacement items.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
PLC	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0

Tuition Assistance Program (TAP): The Marine Corps Tuition Assistance Program (MCTAP) funds are requested to provide an allowance of up to \$5,200 to defray educational expenses as a financial incentive to qualified members for this program.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Students	103	\$3,711.46	\$382	104	\$3,711.46	\$386	104	\$3,711.46	\$386
TOTAL			\$1,380			\$1,389			\$1,385

Reserve Personnel, Marine Corps
Platoon Leaders Class
Detail of Requirements
(\$ in Thousands)

Summer Training Pay and Allowances: The funds requested are to provide Pay and Allowances to students attending summer training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized. The students are entitled to be paid at the rate prescribed for a Sergeant/E-5.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Summer Training Pay and Allowances	47,042	\$128.18	\$6,030	47,317	\$134.10	\$6,345	47,142	\$136.57	\$6,438

Subsistence of PLCs: These funds are requested to provide subsistence-in-kind for members in summer camp training programs. The workday total includes a 15% absentee rate.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u> ^{1/}	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
MCJROTC MRE's	6	\$9,801.39	\$59	14	\$9,801.39	\$137	14	\$9,801.39	\$137
Subsistence-In-Kind	4,088	\$14.01	\$57	24,634	\$14.46	\$356	24,542	\$14.84	\$364
Total Subsistence of PLCs			\$116			\$493			\$501

Travel of PLCs: The funds requested are to provide for travel and per diem of members to and from summer training.

	<u>FY2020 (Actual)</u>			<u>FY2021 (Estimate)</u>			<u>FY2022 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Travel PLCs	885	\$705.41	\$624	890	\$717.40	\$638	887	\$730.32	\$648
Total			\$6,770			\$7,477			\$7,588

Total PLC Program	\$8,150	\$8,866	\$8,972
Total Available Appropriation		\$7,601	
Estimated Asset / Shortfall		(\$1,265)	

1/ Execution affected by COVID-19 social distancing directives

Section 5

Special Analysis

Exhibit PB-30W Full-Time Support Personnel (Reserves)

Reserve Personnel, Marine Corps
Full Time Support (FTS) Personnel
FY 2020 (Actual) End Strength

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	174	5	131	310
Recruiting/Retention	141	0	0	141
SUBTOTAL - Assignment	315	5	131	451
Units				
Unit	1,748	3,110	80	4,938
RC Unique Management HQs	45	660	0	705
Unit Support-Navy OSC ^{1/}	0	0	0	0
Maintenance Activity (Non-Unit)	22	0	0	22
SUBTOTAL - Units	1,815	3,770	80	5,665
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	96	0	0	96
ROTC	0	0	0	0
SUBTOTAL - Training	96	0	0	96
Headquarters (HQ)				
Service HQs	13	0	8	21
AC HQS	100	1	1	102
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	18	0	0	18
SUBTOTAL - HQ	137	4	9	150
TOTAL	2,363	3,779	220	6,362

1/Operational Support Center (OSC)

*Per Sec. 1084 of the FY2017 NDAA as of 1 Oct 2017 there are no longer military technicians being utilized by the services

Exhibit PB-30W Full-Time Support Personnel (Reserves)

Reserve Personnel, Marine Corps
Full Time Support (FTS) Personnel
FY 2021 (Estimate) End Strength

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	177	5	144	326
Recruiting/Retention	153	0	0	153
SUBTOTAL - Assignment	330	5	144	479
Units				
Unit	1,730	3,110	82	4,922
RC Unique Management HQs	51	660	0	711
Unit Support-Navy OSC ^{1/}	0	0	0	0
Maintenance Activity (Non-Unit)	21	0	0	21
SUBTOTAL - Units	1,802	3,770	82	5,654
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	96	0	0	96
ROTC	0	0	0	0
SUBTOTAL - Training	96	0	0	96
Headquarters (HQ)				
Service HQs	13	0	8	21
AC HQS	122	0	0	122
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	17	0	0	17
SUBTOTAL - HQ	158	3	8	169
TOTAL	2,386	3,778	234	6,398

1/Operational Support Center (OSC)

*Per Sec. 1084 of the FY2017 NDAA as of 1 Oct 2017 there are no longer military technicians being utilized by the services

Exhibit PB-30W Full-Time Support Personnel (Reserves)

**Reserve Personnel, Marine Corps
Full Time Support (FTS) Personnel
FY 2022 (Estimate) End Strength**

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	176	5	15	196
Recruiting/Retention	153	0	0	153
SUBTOTAL - Assignment	329	5	15	349
Units				
Unit	1,701	3,110	64	4,875
RC Unique Management HQs	67	660	0	727
Unit Support-Navy OSC ^{1/}	0	0	0	0
Maintenance Activity (Non-Unit)	26	0	0	26
SUBTOTAL - Units	1,794	3,770	64	5,628
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	103	0	0	103
ROTC	0	0	0	0
SUBTOTAL - Training	103	0	0	103
Headquarters (HQ)				
Service HQs	17	0	8	25
AC HQS	120	0	0	120
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	17	0	0	17
SUBTOTAL - HQ	160	3	8	171
TOTAL	2,386	3,778	87	6,251

1/Operational Support Center (OSC)

*Per Sec. 1084 of the FY2017 NDAA as of 1 Oct 2017 there are no longer military technicians being utilized by the services

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